



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

PERCEPTIONS OF CAMPUS CLIMATE - ALL RESPONDENTS Percent = "A Great Deal of Emphasis"	Year		
	2006	2008	2010
Number Responding	196	195	256
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	16%	15%	19%
How much emphasis does SMC place on: Increasing representation of people of color in the staff	13%	12%	19%
How much emphasis does SMC place on: Increasing representation of people of color in the administration	13%	5%	13%
How much emphasis does SMC place on: How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	30%	34%	45%
How much emphasis does SMC place on: How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	16%	16%	43%
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	27%	30%	48%
How much emphasis does SMC place on: Developing an inclusive community	Not Asked	28%	45%
How much emphasis does SMC place on: Encouraging collaboration between offices	8%	11%	15%
DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS - ALL RESPONDENTS Percent = "Frequently" or "Occasionally"	Year		
	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments...directed towards: MEN	22%	18%	22%
How often have you seen or heard insensitive or disparaging comments...directed towards: WOMEN	47%	42%	37%
How often have you seen or heard insensitive or disparaging comments...directed towards: PEOPLE OF COLOR	35%	31%	32%
How often have you seen or heard insensitive or disparaging comments...directed towards: GAY, LESBIAN, BISEXUAL, OR TRANSGENDER	39%	30%	37%
How often have you seen or heard insensitive or disparaging comments...directed towards: HAVE A DISABILITY	11%	12%	12%
How often have you seen or heard insensitive or disparaging comments...directed towards: RELIGIOUS	31%	14%	23%
How often have you seen or heard insensitive or disparaging comments...directed towards: OLDER	31%	17%	20%
How often have you been harassed, pressured, or discriminated against...because of your: GENDER	16%	19%	15%
How often have you been harassed, pressured, or discriminated against...because of your: POLITICAL VIEWS	15%	10%	10%
How often have you been harassed, pressured, or discriminated against...because of your: ETHNICITY	8%	10%	12%
How often have you been harassed, pressured, or discriminated against...because of your: SEXUAL ORIENTATION	5%	4%	5%
How often have you been harassed, pressured, or discriminated against...because of your: DISABILITY	3%	2%	4%
How often have you been harassed, pressured, or discriminated against...because of your: LANGUAGE OR ACCENT	1%	3%	5%
How often have you been harassed, pressured, or discriminated against...because of your: RELIGION	11%	6%	7%
How often have you been harassed, pressured, or discriminated against...because of your: AGE	14%	15%	12%



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - ALL RESPONDENTS Percent = "Very Satisfied" or "Satisfied"	Year		
	2006	2008	2010
How satisfied...your job: ACCESS TO TECHNICAL SUPPORT AND ASSISTANCE	64%	60%	64%
How satisfied...your job: OVERALL JOB SATISFACTION	78%	76%	74%
How satisfied...your job: JOB SECURITY	69%	71%	60%
How satisfied...your job: WORKING CONDITIONS	Not Asked	73%	61%
How satisfied...your job: AUTONOMY AND INDEPENDENCE	85%	85%	79%
How satisfied...your job: RELATIONSHIP WITH YOUR SUPERVISOR	81%	74%	76%
How satisfied...your job: QUALITY OF SUPERVISION YOU RECEIVE	69%	65%	69%
How satisfied...your job: ADVICE/MENTORING YOU HAVE RECEIVED FROM PEOPLE IN YOUR DEPARTMENT	67%	59%	61%
How satisfied...your job: RECOGNITION FOR MERITORIOUS PERFORMANCE	60%	43%	46%
How satisfied...your job: STAFF COUNCIL LEADERSHIP	Not Asked	Not Asked	50%
How satisfied...your job: INPUT IN DECISIONS THAT AFFECT YOU PERSONALLY	32%	45%	41%
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH STUDENTS	82%	76%	75%
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH OTHER STAFF	Not Asked	75%	75%
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH FACULTY MEMBERS	Not Asked	53%	46%
How satisfied...your job: CAMPUS ADMINISTRATIVE LEADERSHIP	38%	40%	42%
How satisfied...your job: EXTENT TO WHICH THE CAMPUS ADMINISTRATION WILLINGLY SHARES IMPORTANT INFORMATION WITH YOU	40%	38%	47%
How satisfied...your job: INTEGRATION OF THE STAFF IN THE LIFE OF THE CAMPUS	Not Asked	39%	46%



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - ALL RESPONDENTS Percent = "Strongly Agree" or "Agree"	Year		
	2006	2008	2010
There are opportunities for me to develop my skills and capabilities in the department	Not Asked	67%	64%
I am supported when seeking information about career development	Not Asked	51%	50%
My performance is evaluated fairly	Not Asked	69%	68%
There is favoritism in my department	Not Asked	25%	27%
Initiative is usually appreciated	Not Asked	67%	64%
Poor performance is not usually tolerated	Not Asked	Not Asked	44%
Supervisor gives honest feedback	Not Asked	Not Asked	66%
Supervisor shows appreciation for good job	Not Asked	Not Asked	68%
I have a clear understanding of my performance evaluation	Not Asked	Not Asked	59%
I feel my work is not appreciated	Not Asked	Not Asked	26%
I am not being treated with respect	Not Asked	Not Asked	14%
I am treated in an insensitive or inappropriate manner based on my ETHNICITY	Not Asked	Not Asked	3%
I am treated in an insensitive or inappropriate manner based on my GENDER	Not Asked	Not Asked	6%
I am treated in an insensitive or inappropriate manner based on my SEXUAL ORIENTATION	Not Asked	Not Asked	3%
I am treated in an insensitive or inappropriate manner based on my DISABILITY	Not Asked	Not Asked	4%
CAMPUS DIVERSITY - ALL RESPONDENTS Percent = "Strongly Agree" or "Agree"	Year		
	2006	2008	2010
I know how to officially report any racist sexist or otherwise offensive behaviors	81%	86%	81%
My opinions and inputs are valued at SMC	44%	43%	46%
I fear for my physical safety on campus because of my ethnicity or gender	Not Asked	1%	4%
It is important to me to have friends who are part of the same ethnic group as my own	22%	22%	21%
I fear for my physical safety on campus because of my sexual orientation	2%	1%	3%
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	11%	8%	9%
A diverse student body enhances the educational experiences of all students	95%	94%	84%
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	27%	22%	23%
In order to fit in at SMC I often feel I need to change some of my personal characteristics	13%	12%	14%
I feel awkward in situations at SMC in which I am the only person of my ethnic group	12%	11%	14%
I value the work that is being done by the Intercultural Center	60%	59%	63%
I feel comfortable talking about my religion on campus	61%	59%	54%
I believe more consideration should be given to the needs and interests of disabled people on campus	Not Asked	53%	50%



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

THE WORKING ENVIRONMENT - ALL RESPONDENTS Percent = "Strongly Agree" or "Agree"	Year		
	2006	2008	2010
My actual job duties match my job description	61%	56%	63%
There are sufficient opportunities within SMC for career advancement	51%	25%	26%
My work contributions to my department are appreciated by my supervisor or manager	78%	72%	70%
Women in my department have equal opportunities as men for recognition and respect	78%	70%	69%
My immediate work environment is free from incidents of sexual harassment	87%	81%	76%
Staff morale is good in my department	47%	52%	51%
I would recommend SMC as a good place to work	66%	63%	65%
I receive enough information in order to perform my job	77%	68%	68%
My supervisor treats me with respect and dignity	Not Asked	Not Asked	81%
I am often given feedback about how I am doing my job	52%	46%	53%
My department is free of incidents of verbal abuse	72%	74%	72%
I am able to attend campus events or activities during working hours	84%	80%	76%
I see my work as an integral part of the overall mission of educating students at SMC	88%	92%	79%
I often feel it is necessary to work late or through lunch to get my work done	61%	59%	66%
My supervisor understands what it takes for me to do my job	69%	74%	66%



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

Report by ETHNIC GROUP		Year (Count)			Year (Percent)			
		2006	2008	2010	2006	2008	2010	
Number and Percent Responding	African American	8	10	14	4%	5%	5%	
	Hispanic-Latino	11	16	16	6%	8%	6%	
	Asian-Filipino-Pac Isle	9	12	17	5%	6%	7%	
	White	136	135	163	69%	69%	64%	
	Other, Decline to State	32	22	46	16%	11%	18%	
	Total	196	195	256	100%	100%	100%	
PERCEPTIONS OF CAMPUS CLIMATE - by ETHNIC GROUP								
Percent = "A Great Deal of Emphasis"		Year (Count)			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	African American	0%	0%	0%	Minority:	5%	3%	6%
	Hispanic-Latino	13%	6%	6%				
	Asian-Filipino-Pac Isle	0%	0%	12%				
	White	19%	20%	23%				
	Other, Decline to State	13%	5%	16%				
	Total	16%	15%	19%				
		Difference:			14%	18%	17%	
How much emphasis does SMC place on: Increasing representation of people of color in the staff	African American	14%	0%	0%	Minority:	8%	3%	6%
	Hispanic-Latino	10%	7%	13%				
	Asian-Filipino-Pac Isle	0%	0%	6%				
	White	16%	15%	24%				
	Other, Decline to State	7%	5%	12%				
	Total	13%	12%	19%				
		Difference:			8%	12%	18%	
How much emphasis does SMC place on: Increasing representation of people of color in the administration	African American	0%	0%	0%	Minority:	4%	3%	6%
	Hispanic-Latino	11%	6%	6%				
	Asian-Filipino-Pac Isle	0%	0%	12%				
	White	15%	7%	15%				
	Other, Decline to State	8%	0%	14%				
	Total	13%	5%	13%				
		Difference:			11%	4%	8%	
How much emphasis does SMC place on: How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	African American	43%	40%	36%	Minority:	29%	29%	36%
	Hispanic-Latino	30%	31%	44%				
	Asian-Filipino-Pac Isle	14%	17%	29%				
	White	30%	32%	48%				
	Other, Decline to State	30%	53%	41%				
	Total	30%	34%	45%				
		Difference:			1%	3%	12%	
How much emphasis does SMC place on: How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	African American	25%	0%	50%	Minority:	11%	5%	32%
	Hispanic-Latino	10%	6%	31%				
	Asian-Filipino-Pac Isle	0%	8%	18%				
	White	18%	17%	45%				
	Other, Decline to State	13%	26%	43%				
	Total	16%	16%	43%				
		Difference:			7%	12%	13%	
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	African American	13%	10%	29%	Minority:	17%	21%	30%
	Hispanic-Latino	20%	31%	38%				
	Asian-Filipino-Pac Isle	17%	17%	24%				
	White	30%	33%	51%				
	Other, Decline to State	21%	32%	57%				
	Total	27%	30%	48%				
		Difference:			13%	12%	21%	
How much emphasis does SMC place on: Developing an inclusive community	African American	Not Asked	20%	36%	Minority:	Not Asked	21%	36%
	Hispanic-Latino	Not Asked	25%	44%				
	Asian-Filipino-Pac Isle	Not Asked	17%	29%				
	White	Not Asked	29%	48%				
	Other, Decline to State	Not Asked	28%	43%				
	Total	Not Asked	28%	45%				
		Difference:			8%	12%		
How much emphasis does SMC place on: Encouraging collaboration between offices	African American	0%	0%	31%	Minority:	4%	5%	18%
	Hispanic-Latino	10%	6%	13%				
	Asian-Filipino-Pac Isle	0%	8%	12%				
	White	7%	11%	14%				
	Other, Decline to State	13%	16%	16%				
	Total	8%	11%	15%				
		Difference:			3%	6%	-3%	



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS - by ETHNIC GROUP Percent = "Frequently" or "Occasionally"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments...directed towards: MEN	African American	25%	10%	29%	Minority: White: Difference:	22% 24% 2%	16% 17% 1%	30% 18% -12%
	Hispanic-Latino	10%	6%	13%				
	Asian-Filipino-Pac Isle	33%	33%	47%				
	White	24%	17%	18%				
	Other, Decline to State	13%	32%	29%				
Total	22%	18%	22%					
How often have you seen or heard insensitive or disparaging comments...directed towards: WOMEN	African American	75%	40%	43%	Minority: White: Difference:	47% 47% 0%	50% 40% -10%	45% 35% -10%
	Hispanic-Latino	20%	56%	50%				
	Asian-Filipino-Pac Isle	56%	50%	41%				
	White	47%	40%	35%				
	Other, Decline to State	48%	42%	35%				
Total	47%	42%	37%					
How often have you seen or heard insensitive or disparaging comments...directed towards: PEOPLE OF COLOR	African American	75%	40%	57%	Minority: White: Difference:	40% 33% -7%	39% 29% -10%	60% 24% -35%
	Hispanic-Latino	20%	38%	56%				
	Asian-Filipino-Pac Isle	33%	42%	65%				
	White	33%	29%	24%				
	Other, Decline to State	42%	21%	29%				
Total	35%	31%	32%					
How often have you seen or heard insensitive or disparaging comments...directed towards: GAY, LESBIAN, BISEXUAL, OR TRANSGENDER	African American	63%	30%	57%	Minority: White: Difference:	40% 38% -2%	34% 30% -4%	64% 31% -33%
	Hispanic-Latino	30%	44%	63%				
	Asian-Filipino-Pac Isle	33%	25%	71%				
	White	38%	30%	31%				
	Other, Decline to State	42%	21%	29%				
Total	39%	30%	37%					
How often have you seen or heard insensitive or disparaging comments...directed towards: HAVE A DISABILITY	African American	13%	10%	14%	Minority: White: Difference:	7% 12% 5%	13% 11% -2%	21% 9% -12%
	Hispanic-Latino	0%	13%	25%				
	Asian-Filipino-Pac Isle	11%	17%	24%				
	White	12%	11%	9%				
	Other, Decline to State	10%	11%	12%				
Total	11%	12%	12%					
How often have you seen or heard insensitive or disparaging comments...directed towards: RELIGIOUS	African American	38%	0%	21%	Minority: White: Difference:	27% 31% 4%	5% 17% 11%	30% 21% -9%
	Hispanic-Latino	22%	13%	44%				
	Asian-Filipino-Pac Isle	22%	0%	24%				
	White	31%	17%	21%				
	Other, Decline to State	32%	16%	23%				
Total	31%	14%	23%					
How often have you seen or heard insensitive or disparaging comments...directed towards: OLDER	African American	50%	10%	21%	Minority: White: Difference:	29% 30% 1%	8% 20% 13%	22% 18% -3%
	Hispanic-Latino	11%	13%	20%				
	Asian-Filipino-Pac Isle	33%	0%	24%				
	White	30%	20%	18%				
	Other, Decline to State	35%	16%	23%				
Total	31%	17%	20%					
How often have you been harassed, pressured, or discriminated against...because of your: GENDER	African American	25%	30%	21%	Minority: White: Difference:	11% 18% 6%	26% 16% -10%	19% 14% -6%
	Hispanic-Latino	10%	25%	19%				
	Asian-Filipino-Pac Isle	0%	25%	18%				
	White	18%	16%	14%				
	Other, Decline to State	16%	21%	17%				
Total	16%	19%	15%					
How often have you been harassed, pressured, or discriminated against...because of your: POLITICAL VIEWS	African American	13%	0%	7%	Minority: White: Difference:	7% 18% 10%	8% 10% 3%	15% 6% -9%
	Hispanic-Latino	0%	6%	25%				
	Asian-Filipino-Pac Isle	11%	17%	12%				
	White	18%	10%	6%				
	Other, Decline to State	13%	11%	20%				
Total	15%	10%	10%					
How often have you been harassed, pressured, or discriminated against...because of your: ETHNICITY	African American	25%	40%	36%	Minority: White: Difference:	7% 7% 0%	37% 4% -33%	32% 5% -27%
	Hispanic-Latino	0%	44%	31%				
	Asian-Filipino-Pac Isle	0%	25%	29%				
	White	7%	4%	5%				
	Other, Decline to State	13%	0%	18%				
Total	8%	10%	12%					



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DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS - by ETHNIC GROUP Percent = "Frequently" or "Occasionally"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
How often have you been harassed, pressured, or discriminated against...because of your: SEXUAL ORIENTATION	African American	0%	0%	7%	Minority: 4% 8% 13% White: 7% 2% 2% Difference: 3% -6% -10%			
	Hispanic-Latino	0%	19%	25%				
	Asian-Filipino-Pac Isle	11%	0%	6%				
	White	7%	2%	2%				
	Other, Decline to State	0%	5%	3%				
Total	5%	4%	5%					
How often have you been harassed, pressured, or discriminated against...because of your: DISABILITY	African American	0%	0%	0%	Minority: 0% 0% 2% White: 3% 1% 4% Difference: 3% 1% 2%			
	Hispanic-Latino	0%	0%	0%				
	Asian-Filipino-Pac Isle	0%	0%	6%				
	White	3%	1%	4%				
	Other, Decline to State	3%	11%	3%				
Total	3%	2%	4%					
How often have you been harassed, pressured, or discriminated against...because of your: LANGUAGE OR ACCENT	African American	0%	0%	14%	Minority: 0% 11% 13% White: 2% 1% 2% Difference: 2% -10% -10%			
	Hispanic-Latino	0%	6%	13%				
	Asian-Filipino-Pac Isle	0%	25%	12%				
	White	2%	1%	2%				
	Other, Decline to State	0%	0%	3%				
Total	1%	3%	5%					
How often have you been harassed, pressured, or discriminated against...because of your: RELIGION	African American	13%	0%	7%	Minority: 8% 3% 11% White: 12% 7% 6% Difference: 5% 5% -5%			
	Hispanic-Latino	10%	6%	19%				
	Asian-Filipino-Pac Isle	0%	0%	6%				
	White	12%	7%	6%				
	Other, Decline to State	10%	5%	11%				
Total	11%	6%	7%					
How often have you been harassed, pressured, or discriminated against...because of your: AGE	African American	43%	0%	14%	Minority: 19% 16% 19% White: 12% 15% 10% Difference: -7% -1% -9%			
	Hispanic-Latino	0%	25%	25%				
	Asian-Filipino-Pac Isle	22%	17%	18%				
	White	12%	15%	10%				
	Other, Decline to State	19%	11%	14%				
Total	14%	15%	12%					



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by ETHNIC GROUP Percent = "Very Satisfied" or "Satisfied"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
How satisfied...your job: ACCESS TO TECHNICAL SUPPORT AND ASSISTANCE	African American	63%	60%	57%	Minority: 60% 55% 62% White: 66% 62% 65% Difference: 6% 7% 4%	6%	7%	4%
	Hispanic-Latino	36%	69%	56%				
	Asian-Filipino-Pac Isle	86%	33%	71%				
	White	66%	62%	65%				
	Other, Decline to State	61%	53%	61%				
	Total	64%	60%	64%				
How satisfied...your job: OVERALL JOB SATISFACTION	African American	75%	80%	79%	Minority: 74% 74% 77% White: 83% 76% 74% Difference: 9% 2% -2%	9%	2%	-2%
	Hispanic-Latino	64%	75%	75%				
	Asian-Filipino-Pac Isle	86%	67%	76%				
	White	83%	76%	74%				
	Other, Decline to State	61%	82%	65%				
	Total	78%	76%	74%				
How satisfied...your job: JOB SECURITY	African American	88%	80%	71%	Minority: 65% 74% 55% White: 72% 70% 62% Difference: 7% -3% 7%	7%	-3%	7%
	Hispanic-Latino	55%	75%	44%				
	Asian-Filipino-Pac Isle	57%	67%	53%				
	White	72%	70%	62%				
	Other, Decline to State	58%	65%	52%				
	Total	69%	71%	60%				
How satisfied...your job: WORKING CONDITIONS	African American	Not Asked	90%	64%	Minority: 71% 62% White: 75% 60% Difference: 4% -2%	4%	-	2%
	Hispanic-Latino	Not Asked	69%	75%				
	Asian-Filipino-Pac Isle	Not Asked	58%	47%				
	White	Not Asked	75%	60%				
	Other, Decline to State	Not Asked	59%	61%				
	Total	Not Asked	73%	61%				
How satisfied...your job: AUTONOMY AND INDEPENDENCE	African American	88%	100%	86%	Minority: 75% 87% 81% White: 89% 84% 80% Difference: 14% -3% -1%	14%	-3%	-1%
	Hispanic-Latino	73%	81%	81%				
	Asian-Filipino-Pac Isle	67%	83%	76%				
	White	89%	84%	80%				
	Other, Decline to State	75%	88%	70%				
	Total	85%	85%	79%				
How satisfied...your job: RELATIONSHIP WITH YOUR SUPERVISOR	African American	63%	70%	86%	Minority: 66% 71% 79% White: 85% 74% 75% Difference: 19% 3% -4%	19%	3%	-4%
	Hispanic-Latino	64%	69%	75%				
	Asian-Filipino-Pac Isle	71%	75%	76%				
	White	85%	74%	75%				
	Other, Decline to State	78%	76%	83%				
	Total	81%	74%	76%				
How satisfied...your job: QUALITY OF SUPERVISION YOU RECEIVE	African American	63%	60%	79%	Minority: 58% 57% 74% White: 73% 65% 68% Difference: 15% 9% -7%	15%	9%	-7%
	Hispanic-Latino	55%	56%	75%				
	Asian-Filipino-Pac Isle	57%	55%	71%				
	White	73%	65%	68%				
	Other, Decline to State	65%	82%	70%				
	Total	69%	65%	69%				
How satisfied...your job: ADVICE/MENTORING YOU HAVE RECEIVED FROM PEOPLE IN YOUR DEPARTMENT	African American	50%	70%	64%	Minority: 58% 58% 62% White: 69% 61% 60% Difference: 11% 3% -1%	11%	3%	-1%
	Hispanic-Latino	64%	63%	63%				
	Asian-Filipino-Pac Isle	57%	42%	59%				
	White	69%	61%	60%				
	Other, Decline to State	67%	47%	61%				
	Total	67%	59%	61%				
How satisfied...your job: RECOGNITION FOR MERITORIOUS PERFORMANCE	African American	50%	50%	57%	Minority: 48% 38% 49% White: 64% 47% 44% Difference: 16% 9% -5%	16%	9%	-5%
	Hispanic-Latino	45%	31%	44%				
	Asian-Filipino-Pac Isle	50%	36%	47%				
	White	64%	47%	44%				
	Other, Decline to State	52%	24%	52%				
	Total	60%	43%	46%				
How satisfied...your job: STAFF COUNCIL LEADERSHIP	African American	Not Asked	Not Asked	64%	Minority: 43% White: 55% Difference: 13%	-	-	13%
	Hispanic-Latino	Not Asked	Not Asked	38%				
	Asian-Filipino-Pac Isle	Not Asked	Not Asked	29%				
	White	Not Asked	Not Asked	55%				
	Other, Decline to State	Not Asked	Not Asked	32%				
	Total	Not Asked	Not Asked	50%				



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by ETHNIC GROUP Percent = "Very Satisfied" or "Satisfied"		Year			% Difference: White vs. Minority							
		2006	2008	2010	Group	2006	2008	2010				
How satisfied...your job: INPUT IN DECISIONS THAT AFFECT YOU PERSONALLY	African American	25%	70%	57%	Minority:	15%	47%	38%				
	Hispanic-Latino	9%	44%	25%								
	Asian-Filipino-Pac Isle	14%	33%	35%								
	White	38%	42%	43%					White:	38%	42%	43%
	Other, Decline to State	22%	63%	30%					Difference:	23%	-5%	5%
	Total	32%	45%	41%								
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH STUDENTS	African American	88%	90%	86%	Minority:	76%	87%	79%				
	Hispanic-Latino	82%	94%	75%								
	Asian-Filipino-Pac Isle	57%	75%	76%								
	White	85%	72%	72%					White:	85%	72%	72%
	Other, Decline to State	75%	82%	87%					Difference:	9%	-15%	-7%
	Total	82%	76%	75%								
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH OTHER STAFF	African American	Not Asked	70%	85%	Minority:	Not Asked	79%	76%				
	Hispanic-Latino	Not Asked	81%	88%								
	Asian-Filipino-Pac Isle	Not Asked	83%	59%								
	White	Not Asked	76%	74%					White:	Not Asked	76%	74%
	Other, Decline to State	Not Asked	59%	83%					Difference:	Not Asked	-3%	-3%
	Total	Not Asked	75%	75%								
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH FACULTY MEMBERS	African American	Not Asked	50%	50%	Minority:	Not Asked	53%	40%				
	Hispanic-Latino	Not Asked	50%	50%								
	Asian-Filipino-Pac Isle	Not Asked	58%	24%								
	White	Not Asked	53%	45%					White:	Not Asked	53%	45%
	Other, Decline to State	Not Asked	56%	65%					Difference:	Not Asked	0%	5%
	Total	Not Asked	53%	46%								
How satisfied...your job: CAMPUS ADMINISTRATIVE LEADERSHIP	African American	63%	40%	57%	Minority:	29%	32%	47%				
	Hispanic-Latino	27%	33%	38%								
	Asian-Filipino-Pac Isle	0%	25%	47%								
	White	40%	44%	41%					White:	40%	44%	41%
	Other, Decline to State	39%	25%	35%					Difference:	11%	12%	-6%
	Total	38%	40%	42%								
How satisfied...your job: EXTENT TO WHICH THE CAMPUS ADMINISTRATION WILLINGLY SHARES IMPORTANT INFORMATION WITH YOU	African American	50%	60%	64%	Minority:	31%	43%	49%				
	Hispanic-Latino	30%	40%	38%								
	Asian-Filipino-Pac Isle	14%	33%	47%								
	White	41%	36%	46%					White:	41%	36%	46%
	Other, Decline to State	41%	44%	48%					Difference:	11%	-7%	-3%
	Total	40%	38%	47%								
How satisfied...your job: INTEGRATION OF THE STAFF IN THE LIFE OF THE CAMPUS	African American	Not Asked	33%	50%	Minority:	Not Asked	34%	40%				
	Hispanic-Latino	Not Asked	40%	38%								
	Asian-Filipino-Pac Isle	Not Asked	25%	35%								
	White	Not Asked	40%	48%					White:	Not Asked	40%	48%
	Other, Decline to State	Not Asked	44%	43%					Difference:	Not Asked	6%	7%
	Total	Not Asked	39%	46%								



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by ETHNIC GROUP Percent = "Strongly Agree" or "Agree"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
There are opportunities for me to develop my skills and capabilities in the department	African American	Not Asked	60%	86%	Minority: White: Difference:	68%	77%	61%
	Hispanic-Latino	Not Asked	75%	75%				
	Asian-Filipino-Pac Isle	Not Asked	67%	71%				
	White	Not Asked	66%	61%				
	Other, Decline to State	Not Asked	73%	59%				
	Total	Not Asked	67%	64%				
I am supported when seeking information about career development	African American	Not Asked	40%	57%	Minority: White: Difference:	42%	55%	48%
	Hispanic-Latino	Not Asked	38%	50%				
	Asian-Filipino-Pac Isle	Not Asked	50%	59%				
	White	Not Asked	54%	48%				
	Other, Decline to State	Not Asked	45%	45%				
	Total	Not Asked	51%	50%				
My performance is evaluated fairly	African American	Not Asked	70%	71%	Minority: White: Difference:	74%	74%	66%
	Hispanic-Latino	Not Asked	75%	88%				
	Asian-Filipino-Pac Isle	Not Asked	75%	65%				
	White	Not Asked	67%	66%				
	Other, Decline to State	Not Asked	73%	73%				
	Total	Not Asked	69%	68%				
There is favoritism in my department	African American	Not Asked	30%	21%	Minority: White: Difference:	32%	28%	25%
	Hispanic-Latino	Not Asked	31%	31%				
	Asian-Filipino-Pac Isle	Not Asked	33%	29%				
	White	Not Asked	22%	25%				
	Other, Decline to State	Not Asked	27%	41%				
	Total	Not Asked	25%	27%				
Initiative is usually appreciated	African American	Not Asked	70%	86%	Minority: White: Difference:	61%	64%	64%
	Hispanic-Latino	Not Asked	63%	56%				
	Asian-Filipino-Pac Isle	Not Asked	50%	53%				
	White	Not Asked	67%	64%				
	Other, Decline to State	Not Asked	82%	59%				
	Total	Not Asked	67%	64%				
Poor performance is not usually tolerated	African American	Not Asked	Not Asked	57%	Minority: White: Difference:	51%	41%	41%
	Hispanic-Latino	Not Asked	Not Asked	56%				
	Asian-Filipino-Pac Isle	Not Asked	Not Asked	41%				
	White	Not Asked	Not Asked	41%				
	Other, Decline to State	Not Asked	Not Asked	55%				
	Total	Not Asked	Not Asked	44%				
Supervisor gives honest feedback	African American	Not Asked	Not Asked	86%	Minority: White: Difference:	70%	64%	64%
	Hispanic-Latino	Not Asked	Not Asked	63%				
	Asian-Filipino-Pac Isle	Not Asked	Not Asked	65%				
	White	Not Asked	Not Asked	64%				
	Other, Decline to State	Not Asked	Not Asked	73%				
	Total	Not Asked	Not Asked	66%				
Supervisor shows appreciation for good job	African American	Not Asked	Not Asked	86%	Minority: White: Difference:	72%	67%	67%
	Hispanic-Latino	Not Asked	Not Asked	69%				
	Asian-Filipino-Pac Isle	Not Asked	Not Asked	65%				
	White	Not Asked	Not Asked	67%				
	Other, Decline to State	Not Asked	Not Asked	64%				
	Total	Not Asked	Not Asked	68%				
I have a clear understanding of my performance evaluation	African American	Not Asked	Not Asked	71%	Minority: White: Difference:	68%	55%	55%
	Hispanic-Latino	Not Asked	Not Asked	69%				
	Asian-Filipino-Pac Isle	Not Asked	Not Asked	65%				
	White	Not Asked	Not Asked	55%				
	Other, Decline to State	Not Asked	Not Asked	73%				
	Total	Not Asked	Not Asked	59%				



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by ETHNIC GROUP Percent = "Strongly Agree" or "Agree"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
I feel my work is not appreciated	African American	Not Asked	Not Asked	29%	Minority: 28% White: 24% Difference: -4%			
	Hispanic-Latino	Not Asked	Not Asked	38%				
	Asian-Filipino-Pac Isle	Not Asked	Not Asked	18%				
	White	Not Asked	Not Asked	24%				
	Other, Decline to State	Not Asked	Not Asked	33%				
	Total	Not Asked	Not Asked	26%				
I am not being treated with respect	African American	Not Asked	Not Asked	21%	Minority: 23% White: 9% Difference: -14%			
	Hispanic-Latino	Not Asked	Not Asked	31%				
	Asian-Filipino-Pac Isle	Not Asked	Not Asked	18%				
	White	Not Asked	Not Asked	9%				
	Other, Decline to State	Not Asked	Not Asked	27%				
	Total	Not Asked	Not Asked	14%				
I am treated in an insensitive or inappropriate manner based on my ETHNICITY	African American	Not Asked	Not Asked	8%	Minority: 4% White: 2% Difference: -3%			
	Hispanic-Latino	Not Asked	Not Asked	6%				
	Asian-Filipino-Pac Isle	Not Asked	Not Asked	0%				
	White	Not Asked	Not Asked	2%				
	Other, Decline to State	Not Asked	Not Asked	9%				
	Total	Not Asked	Not Asked	3%				
I am treated in an insensitive or inappropriate manner based on my GENDER	African American	Not Asked	Not Asked	7%	Minority: 4% White: 6% Difference: 1%			
	Hispanic-Latino	Not Asked	Not Asked	6%				
	Asian-Filipino-Pac Isle	Not Asked	Not Asked	0%				
	White	Not Asked	Not Asked	6%				
	Other, Decline to State	Not Asked	Not Asked	18%				
	Total	Not Asked	Not Asked	6%				
I am treated in an insensitive or inappropriate manner based on my SEXUAL ORIENTATION	African American	Not Asked	Not Asked	7%	Minority: 6% White: 2% Difference: -5%			
	Hispanic-Latino	Not Asked	Not Asked	13%				
	Asian-Filipino-Pac Isle	Not Asked	Not Asked	0%				
	White	Not Asked	Not Asked	2%				
	Other, Decline to State	Not Asked	Not Asked	9%				
	Total	Not Asked	Not Asked	3%				
I am treated in an insensitive or inappropriate manner based on my DISABILITY	African American	Not Asked	Not Asked	7%	Minority: 4% White: 3% Difference: -1%			
	Hispanic-Latino	Not Asked	Not Asked	6%				
	Asian-Filipino-Pac Isle	Not Asked	Not Asked	0%				
	White	Not Asked	Not Asked	3%				
	Other, Decline to State	Not Asked	Not Asked	9%				
	Total	Not Asked	Not Asked	4%				



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

CAMPUS DIVERSITY - by ETHNIC GROUP Percent = "Strongly Agree" or "Agree"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
I know how to officially report any racist sexist or otherwise offensive behaviors	African American	75%	80%	93%	Minority: 68% 71% 83% White: 85% 90% 80% Difference: 17% 18% -3%			
	Hispanic-Latino	73%	69%	75%				
	Asian-Filipino-Pac Isle	57%	67%	82%				
	White	85%	90%	80%				
	Other, Decline to State	75%	94%	90%				
Total	81%	86%	81%					
My opinions and inputs are valued at SMC	African American	50%	67%	86%	Minority: 45% 46% 57% White: 46% 43% 43% Difference: 1% -4% -15%			
	Hispanic-Latino	55%	44%	50%				
	Asian-Filipino-Pac Isle	29%	33%	41%				
	White	46%	43%	43%				
	Other, Decline to State	32%	41%	43%				
Total	44%	43%	46%					
I fear for my physical safety on campus because of my ethnicity or gender	African American	Not Asked	0%	8%	Minority: 3% 9% White: 1% 2% Difference: -2% -6%			
	Hispanic-Latino	Not Asked	6%	13%				
	Asian-Filipino-Pac Isle	Not Asked	0%	6%				
	White	Not Asked	1%	2%				
	Other, Decline to State	Not Asked	0%	5%				
Total	Not Asked	1%	4%					
It is important to me to have friends who are part of the same ethnic group as my own	African American	75%	60%	71%	Minority: 56% 45% 55% White: 15% 16% 12% Difference: -40% -29% -44%			
	Hispanic-Latino	64%	56%	63%				
	Asian-Filipino-Pac Isle	29%	17%	35%				
	White	15%	16%	12%				
	Other, Decline to State	19%	20%	14%				
Total	22%	22%	21%					
I fear for my physical safety on campus because of my sexual orientation	African American	0%	0%	7%	Minority: 4% 3% 11% White: 2% 1% 0% Difference: -2% -2% -11%			
	Hispanic-Latino	10%	6%	27%				
	Asian-Filipino-Pac Isle	0%	0%	0%				
	White	2%	1%	0%				
	Other, Decline to State	0%	0%	5%				
Total	2%	1%	3%					
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	African American	0%	10%	14%	Minority: 4% 8% 11% White: 11% 7% 9% Difference: 7% -1% -2%			
	Hispanic-Latino	10%	13%	19%				
	Asian-Filipino-Pac Isle	0%	0%	0%				
	White	11%	7%	9%				
	Other, Decline to State	19%	12%	5%				
Total	11%	8%	9%					
A diverse student body enhances the educational experiences of all students	African American	100%	100%	93%	Minority: 100% 97% 89% White: 93% 94% 82% Difference: -7% -3% -7%			
	Hispanic-Latino	100%	100%	88%				
	Asian-Filipino-Pac Isle	100%	92%	88%				
	White	93%	94%	82%				
	Other, Decline to State	97%	88%	86%				
Total	95%	94%	84%					
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	African American	38%	10%	36%	Minority: 23% 24% 32% White: 27% 22% 20% Difference: 4% -2% -12%			
	Hispanic-Latino	30%	19%	25%				
	Asian-Filipino-Pac Isle	0%	42%	35%				
	White	27%	22%	20%				
	Other, Decline to State	29%	18%	29%				
Total	27%	22%	23%					



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

CAMPUS DIVERSITY - by ETHNIC GROUP Percent = "Strongly Agree" or "Agree"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
In order to fit in at SMC I often feel I need to change some of my personal characteristics	African American	38%	30%	36%	Minority: 26% 26% 34% White: 9% 10% 7% Difference: -17% -16% -27%			
	Hispanic-Latino	27%	31%	44%				
	Asian-Filipino-Pac Isle	14%	17%	24%				
	White	9%	10%	7%				
	Other, Decline to State	16%	0%	14%				
	Total	13%	12%	14%				
I feel awkward in situations at SMC in which I am the only person of my ethnic group	African American	13%	20%	43%	Minority: 31% 26% 45% White: 8% 7% 5% Difference: -22% -19% -40%			
	Hispanic-Latino	45%	44%	63%				
	Asian-Filipino-Pac Isle	29%	8%	29%				
	White	8%	7%	5%				
	Other, Decline to State	13%	12%	19%				
	Total	12%	11%	14%				
I value the work that is being done by the Intercultural Center	African American	50%	70%	64%	Minority: 55% 74% 74% White: 61% 55% 60% Difference: 6% -19% -14%			
	Hispanic-Latino	45%	81%	81%				
	Asian-Filipino-Pac Isle	71%	67%	76%				
	White	61%	55%	60%				
	Other, Decline to State	60%	63%	52%				
	Total	60%	59%	63%				
I feel comfortable talking about my religion on campus	African American	63%	78%	64%	Minority: 81% 65% 64% White: 52% 60% 53% Difference: -29% -6% -11%			
	Hispanic-Latino	91%	75%	81%				
	Asian-Filipino-Pac Isle	86%	42%	47%				
	White	52%	60%	53%				
	Other, Decline to State	74%	47%	43%				
	Total	61%	59%	54%				
I believe more consideration should be given to the needs and interests of disabled people on campus	African American	Not Asked	60%	64%	Minority: 62% 62% White: 52% 45% Difference: -9% -17%			
	Hispanic-Latino	Not Asked	75%	63%				
	Asian-Filipino-Pac Isle	Not Asked	45%	59%				
	White	Not Asked	52%	45%				
	Other, Decline to State	Not Asked	38%	62%				
	Total	Not Asked	53%	50%				



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

THE WORKING ENVIRONMENT - by ETHNIC GROUP Percent = "Strongly Agree" or "Agree"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
My actual job duties match my job description	African American	63%	100%	86%	Minority: 61% 74% 70% White: 63% 54% 62% Difference: 3% -20% -8%			
	Hispanic-Latino	55%	69%	63%				
	Asian-Filipino-Pac Isle	67%	58%	65%				
	White	63%	54%	62%				
	Other, Decline to State	53%	27%	56%				
	Total	61%	56%	63%				
There are sufficient opportunities within SMC for career advancement	African American	38%	30%	36%	Minority: 39% 29% 34% White: 52% 24% 25% Difference: 12% -5% -9%			
	Hispanic-Latino	45%	31%	31%				
	Asian-Filipino-Pac Isle	33%	25%	35%				
	White	52%	24%	25%				
	Other, Decline to State	59%	27%	12%				
	Total	51%	25%	26%				
My work contributions to my department are appreciated by my supervisor or manager	African American	63%	70%	86%	Minority: 63% 74% 77% White: 82% 72% 69% Difference: 19% -2% -7%			
	Hispanic-Latino	73%	75%	69%				
	Asian-Filipino-Pac Isle	50%	75%	76%				
	White	82%	72%	69%				
	Other, Decline to State	75%	64%	59%				
	Total	78%	72%	70%				
Women in my department have equal opportunities as men for recognition and respect	African American	75%	70%	86%	Minority: 79% 76% 79% White: 78% 69% 68% Difference: 0% -7% -11%			
	Hispanic-Latino	91%	75%	81%				
	Asian-Filipino-Pac Isle	67%	83%	71%				
	White	78%	69%	68%				
	Other, Decline to State	74%	64%	59%				
	Total	78%	70%	69%				
My immediate work environment is free from incidents of sexual harassment	African American	75%	70%	71%	Minority: 75% 79% 79% White: 89% 83% 75% Difference: 14% 4% -4%			
	Hispanic-Latino	82%	88%	88%				
	Asian-Filipino-Pac Isle	67%	75%	76%				
	White	89%	83%	75%				
	Other, Decline to State	88%	64%	82%				
	Total	87%	81%	76%				
Staff morale is good in my department	African American	50%	50%	79%	Minority: 32% 50% 60% White: 48% 53% 48% Difference: 16% 3% -11%			
	Hispanic-Latino	45%	50%	50%				
	Asian-Filipino-Pac Isle	0%	50%	53%				
	White	48%	53%	48%				
	Other, Decline to State	50%	45%	53%				
	Total	47%	52%	51%				
I would recommend SMC as a good place to work	African American	63%	90%	57%	Minority: 55% 66% 72% White: 69% 63% 63% Difference: 14% -3% -9%			
	Hispanic-Latino	55%	63%	81%				
	Asian-Filipino-Pac Isle	50%	50%	76%				
	White	69%	63%	63%				
	Other, Decline to State	61%	55%	65%				
	Total	66%	63%	65%				
I receive enough information in order to perform my job	African American	75%	80%	64%	Minority: 64% 66% 68% White: 84% 69% 69% Difference: 19% 3% 1%			
	Hispanic-Latino	55%	69%	75%				
	Asian-Filipino-Pac Isle	67%	50%	65%				
	White	84%	69%	69%				
	Other, Decline to State	61%	73%	65%				
	Total	77%	68%	68%				
My supervisor treats me with respect and dignity	African American	Not Asked	Not Asked	86%	Minority: 85% White: 79% Difference: -6%			
	Hispanic-Latino	Not Asked	Not Asked	88%				
	Asian-Filipino-Pac Isle	Not Asked	Not Asked	82%				
	White	Not Asked	Not Asked	79%				
	Other, Decline to State	Not Asked	Not Asked	82%				
	Total	Not Asked	Not Asked	81%				
I am often given feedback about how I am doing my job	African American	38%	60%	79%	Minority: 46% 53% 62% White: 52% 45% 49% Difference: 6% -8% -12%			
	Hispanic-Latino	36%	38%	50%				
	Asian-Filipino-Pac Isle	67%	67%	59%				
	White	52%	45%	49%				
	Other, Decline to State	59%	36%	59%				
	Total	52%	46%	53%				



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

THE WORKING ENVIRONMENT - by ETHNIC GROUP Percent = "Strongly Agree" or "Agree"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
My department is free of incidents of verbal abuse	African American	63%	89%	86%	Minority: 63% 76% 81% White: 77% 73% 70% Difference: 14% -3% -11%			
	Hispanic-Latino	73%	88%	69%				
	Asian-Filipino-Pac Isle	50%	50%	88%				
	White	77%	73%	70%				
	Other, Decline to State	61%	82%	71%				
	Total	72%	74%	72%				
I am able to attend campus events or activities during working hours	African American	88%	70%	86%	Minority: 93% 79% 79% White: 85% 80% 75% Difference: -8% 1% -3%			
	Hispanic-Latino	90%	81%	81%				
	Asian-Filipino-Pac Isle	100%	83%	71%				
	White	85%	80%	75%				
	Other, Decline to State	75%	82%	76%				
	Total	84%	80%	76%				
I see my work as an integral part of the overall mission of educating students at SMC	African American	100%	90%	86%	Minority: 91% 95% 83% White: 86% 90% 78% Difference: -4% -5% -5%			
	Hispanic-Latino	90%	100%	81%				
	Asian-Filipino-Pac Isle	83%	92%	82%				
	White	86%	90%	78%				
	Other, Decline to State	91%	100%	76%				
	Total	88%	92%	79%				
I often feel it is necessary to work late or through lunch to get my work done	African American	63%	60%	71%	Minority: 61% 58% 70% White: 62% 58% 64% Difference: 0% 0% -6%			
	Hispanic-Latino	70%	56%	69%				
	Asian-Filipino-Pac Isle	50%	58%	71%				
	White	62%	58%	64%				
	Other, Decline to State	56%	82%	76%				
	Total	61%	59%	66%				
My supervisor understands what it takes for me to do my job	African American	63%	89%	93%	Minority: 59% 76% 79% White: 74% 73% 63% Difference: 15% -3% -16%			
	Hispanic-Latino	50%	88%	75%				
	Asian-Filipino-Pac Isle	67%	50%	71%				
	White	74%	73%	63%				
	Other, Decline to State	59%	82%	65%				
	Total	69%	74%	66%				



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

Report by GENDER		Year (Count)			Year (Percent)		
		2006	2008	2010	2006	2008	2010
Number and Percent Responding	Male	44	52	78	22%	27%	30%
	Female	129	131	148	66%	67%	58%
	Other, Decline to State	23	12	30	12%	6%	12%
	Total	196	195	256	100%	100%	100%
PERCEPTIONS OF CAMPUS CLIMATE - by GENDER							
Percent = "A Great Deal of Emphasis"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	Male	18%	17%	14%			
	Female	16%	15%	21%	-2%	-3%	7%
	Other, Decline to State	11%	10%	21%			
	Total	16%	15%	19%			
How much emphasis does SMC place on: Increasing representation of people of color in the staff	Male	9%	18%	16%			
	Female	17%	10%	21%	8%	-8%	5%
	Other, Decline to State	0%	0%	14%			
	Total	13%	12%	19%			
How much emphasis does SMC place on: Increasing representation of people of color in the administration	Male	7%	12%	4%			
	Female	17%	3%	17%	10%	-9%	13%
	Other, Decline to State	0%	0%	18%			
	Total	13%	5%	13%			
How much emphasis does SMC place on: How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	Male	29%	27%	49%			
	Female	31%	34%	44%	3%	7%	-5%
	Other, Decline to State	20%	56%	38%			
	Total	30%	34%	45%			
How much emphasis does SMC place on: How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	Male	14%	12%	40%			
	Female	19%	17%	43%	5%	5%	2%
	Other, Decline to State	5%	22%	48%			
	Total	16%	16%	43%			
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	Male	24%	25%	48%			
	Female	31%	34%	46%	8%	8%	-2%
	Other, Decline to State	5%	11%	59%			
	Total	27%	30%	48%			
How much emphasis does SMC place on: Developing an inclusive community	Male	Not Asked	29%	42%			
	Female	Not Asked	27%	47%		-2%	6%
	Other, Decline to State	Not Asked	25%	45%			
	Total	Not Asked	28%	45%			
How much emphasis does SMC place on: Encouraging collaboration between offices	Male	3%	16%	13%			
	Female	10%	7%	16%	8%	-9%	3%
	Other, Decline to State	5%	33%	18%			
	Total	8%	11%	15%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS - by GENDER Percent = "Frequently" or "Occasionally"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments...directed towards: MEN	Male	21%	22%	29%			
	Female	22%	16%	18%	1%	-6%	-12%
	Other, Decline to State	24%	33%	21%			
	Total	22%	18%	22%			
How often have you seen or heard insensitive or disparaging comments...directed towards: WOMEN	Male	43%	39%	26%			
	Female	48%	44%	44%	5%	5%	18%
	Other, Decline to State	52%	33%	26%			
	Total	47%	42%	37%			
How often have you seen or heard insensitive or disparaging comments...directed towards: PEOPLE OF COLOR	Male	40%	35%	30%			
	Female	34%	30%	34%	-7%	-5%	4%
	Other, Decline to State	33%	11%	26%			
	Total	35%	31%	32%			
How often have you seen or heard insensitive or disparaging comments...directed towards: GAY, LESBIAN, BISEXUAL, OR TRANSGENDER	Male	37%	31%	31%			
	Female	40%	31%	41%	3%	-1%	10%
	Other, Decline to State	33%	11%	26%			
	Total	39%	30%	37%			
How often have you seen or heard insensitive or disparaging comments...directed towards: HAVE A DISABILITY	Male	12%	8%	8%			
	Female	11%	14%	14%	-1%	6%	6%
	Other, Decline to State	10%	0%	16%			
	Total	11%	12%	12%			
How often have you seen or heard insensitive or disparaging comments...directed towards: RELIGIOUS	Male	33%	12%	23%			
	Female	29%	16%	24%	-3%	4%	1%
	Other, Decline to State	33%	0%	16%			
	Total	31%	14%	23%			
How often have you seen or heard insensitive or disparaging comments...directed towards: OLDER	Male	30%	10%	15%			
	Female	30%	21%	23%	0%	11%	8%
	Other, Decline to State	38%	11%	11%			
	Total	31%	17%	20%			
How often have you been harassed, pressured, or discriminated against...because of your: GENDER	Male	12%	10%	10%			
	Female	17%	22%	19%	6%	12%	9%
	Other, Decline to State	19%	22%	5%			
	Total	16%	19%	15%			
How often have you been harassed, pressured, or discriminated against...because of your: POLITICAL VIEWS	Male	17%	4%	10%			
	Female	15%	13%	9%	-2%	9%	-1%
	Other, Decline to State	14%	0%	16%			
	Total	15%	10%	10%			
How often have you been harassed, pressured, or discriminated against...because of your: ETHNICITY	Male	12%	14%	14%			
	Female	5%	9%	11%	-7%	-5%	-3%
	Other, Decline to State	19%	0%	11%			
	Total	8%	10%	12%			
How often have you been harassed, pressured, or discriminated against...because of your: SEXUAL ORIENTATION	Male	5%	4%	5%			
	Female	6%	3%	5%	2%	-1%	0%
	Other, Decline to State	0%	11%	0%			
	Total	5%	4%	5%			
How often have you been harassed, pressured, or discriminated against...because of your: DISABILITY	Male	0%	0%	3%			
	Female	4%	2%	5%	4%	2%	2%
	Other, Decline to State	0%	11%	0%			
	Total	3%	2%	4%			
How often have you been harassed, pressured, or discriminated against...because of your: LANGUAGE OR ACCENT	Male	5%	6%	8%			
	Female	0%	2%	3%	-5%	-4%	-4%
	Other, Decline to State	0%	0%	0%			
	Total	1%	3%	5%			
How often have you been harassed, pressured, or discriminated against...because of your: RELIGION	Male	14%	8%	8%			
	Female	9%	5%	7%	-5%	-2%	0%
	Other, Decline to State	14%	11%	5%			
	Total	11%	6%	7%			
How often have you been harassed, pressured, or discriminated against...because of your: AGE	Male	21%	14%	9%			
	Female	13%	16%	14%	-9%	2%	5%
	Other, Decline to State	10%	0%	11%			
	Total	14%	15%	12%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by GENDER Percent = "Very Satisfied" or "Satisfied"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
How satisfied...your job: ACCESS TO TECHNICAL SUPPORT AND ASSISTANCE	Male	59%	55%	56%			
	Female	65%	61%	68%	6%	6%	12%
	Other, Decline to State	67%	71%	75%			
	Total	64%	60%	64%			
How satisfied...your job: OVERALL JOB SATISFACTION	Male	84%	71%	71%			
	Female	80%	78%	76%	-4%	7%	4%
	Other, Decline to State	55%	86%	63%			
	Total	78%	76%	74%			
How satisfied...your job: JOB SECURITY	Male	77%	65%	65%			
	Female	69%	72%	58%	-8%	6%	-7%
	Other, Decline to State	50%	86%	50%			
	Total	69%	71%	60%			
How satisfied...your job: WORKING CONDITIONS	Male	Not Asked	71%	60%			
	Female	Not Asked	75%	60%		4%	0%
	Other, Decline to State	Not Asked	50%	75%			
	Total	Not Asked	73%	61%			
How satisfied...your job: AUTONOMY AND INDEPENDENCE	Male	89%	78%	78%			
	Female	85%	87%	80%	-4%	9%	2%
	Other, Decline to State	78%	86%	63%			
	Total	85%	85%	79%			
How satisfied...your job: RELATIONSHIP WITH YOUR SUPERVISOR	Male	77%	73%	77%			
	Female	86%	73%	77%	9%	0%	0%
	Other, Decline to State	65%	86%	63%			
	Total	81%	74%	76%			
How satisfied...your job: QUALITY OF SUPERVISION YOU RECEIVE	Male	67%	59%	69%			
	Female	72%	67%	70%	5%	8%	1%
	Other, Decline to State	59%	86%	63%			
	Total	69%	65%	69%			
How satisfied...your job: ADVICE/MENTORING YOU HAVE RECEIVED FROM PEOPLE IN YOUR DEPARTMENT	Male	60%	52%	62%			
	Female	69%	63%	60%	9%	11%	-2%
	Other, Decline to State	71%	43%	63%			
	Total	67%	59%	61%			
How satisfied...your job: RECOGNITION FOR MERITORIOUS PERFORMANCE	Male	58%	42%	51%			
	Female	63%	43%	43%	5%	1%	-8%
	Other, Decline to State	45%	43%	63%			
	Total	60%	43%	46%			
How satisfied...your job: STAFF COUNCIL LEADERSHIP	Male	Not Asked	Not Asked	51%			
	Female	Not Asked	Not Asked	51%			0%
	Other, Decline to State	Not Asked	Not Asked	43%			
	Total	Not Asked	Not Asked	50%			
How satisfied...your job: INPUT IN DECISIONS THAT AFFECT YOU PERSONALLY	Male	41%	47%	50%			
	Female	30%	44%	35%	-11%	-3%	-15%
	Other, Decline to State	26%	50%	50%			
	Total	32%	45%	41%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by GENDER Percent = "Very Satisfied" or "Satisfied"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH STUDENTS	Male	82%	80%	75%	0%	-7%	-2%
	Female	82%	74%	73%			
	Other, Decline to State	83%	86%	100%			
	Total	82%	76%	75%			
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH OTHER STAFF	Male	Not Asked	78%	72%		-4%	3%
	Female	Not Asked	74%	75%			
	Other, Decline to State	Not Asked	71%	100%			
	Total	Not Asked	75%	75%			
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH FACULTY MEMBERS	Male	Not Asked	65%	55%		-16%	-15%
	Female	Not Asked	49%	39%			
	Other, Decline to State	Not Asked	50%	100%			
	Total	Not Asked	53%	46%			
How satisfied...your job: CAMPUS ADMINISTRATIVE LEADERSHIP	Male	42%	48%	53%	-4%	-11%	-17%
	Female	38%	37%	36%			
	Other, Decline to State	36%	50%	50%			
	Total	38%	40%	42%			
How satisfied...your job: EXTENT TO WHICH THE CAMPUS ADMINISTRATION WILLINGLY SHARES IMPORTANT INFORMATION WITH YOU	Male	49%	39%	55%	-12%	-2%	-12%
	Female	36%	37%	42%			
	Other, Decline to State	41%	67%	50%			
	Total	40%	38%	47%			
How satisfied...your job: INTEGRATION OF THE STAFF IN THE LIFE OF THE CAMPUS	Male	Not Asked	29%	48%		13%	-5%
	Female	Not Asked	42%	43%			
	Other, Decline to State	Not Asked	50%	75%			
	Total	Not Asked	39%	46%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by GENDER Percent = "Strongly Agree" or "Agree"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
There are opportunities for me to develop my skills and capabilities in the department	Male	Not Asked	63%	68%			
	Female	Not Asked	69%	62%	5%	-5%	
	Other, Decline to State	Not Asked	100%	71%			
	Total	Not Asked	67%	64%			
I am supported when seeking information about career development	Male	Not Asked	45%	57%			
	Female	Not Asked	53%	46%	8%	-10%	
	Other, Decline to State	Not Asked	100%	43%			
	Total	Not Asked	51%	50%			
My performance is evaluated fairly	Male	Not Asked	67%	68%			
	Female	Not Asked	69%	69%	2%	1%	
	Other, Decline to State	Not Asked	100%	57%			
	Total	Not Asked	69%	68%			
There is favoritism in my department	Male	Not Asked	29%	22%			
	Female	Not Asked	23%	28%	-7%	6%	
	Other, Decline to State	Not Asked	0%	57%			
	Total	Not Asked	25%	27%			
Initiative is usually appreciated	Male	Not Asked	67%	58%			
	Female	Not Asked	66%	67%	-1%	8%	
	Other, Decline to State	Not Asked	100%	57%			
	Total	Not Asked	67%	64%			
Poor performance is not usually tolerated	Male	Not Asked	Not Asked	49%			
	Female	Not Asked	Not Asked	42%		-7%	
	Other, Decline to State	Not Asked	Not Asked	57%			
	Total	Not Asked	Not Asked	44%			
Supervisor gives honest feedback	Male	Not Asked	Not Asked	68%			
	Female	Not Asked	Not Asked	67%		-1%	
	Other, Decline to State	Not Asked	Not Asked	43%			
	Total	Not Asked	Not Asked	66%			
Supervisor shows appreciation for good job	Male	Not Asked	Not Asked	66%			
	Female	Not Asked	Not Asked	69%		3%	
	Other, Decline to State	Not Asked	Not Asked	43%			
	Total	Not Asked	Not Asked	68%			
I have a clear understanding of my performance evaluation	Male	Not Asked	Not Asked	58%			
	Female	Not Asked	Not Asked	60%		1%	
	Other, Decline to State	Not Asked	Not Asked	57%			
	Total	Not Asked	Not Asked	59%			
I feel my work is not appreciated	Male	Not Asked	Not Asked	24%			
	Female	Not Asked	Not Asked	25%		1%	
	Other, Decline to State	Not Asked	Not Asked	57%			
	Total	Not Asked	Not Asked	26%			
I am not being treated with respect	Male	Not Asked	Not Asked	9%			
	Female	Not Asked	Not Asked	14%		5%	
	Other, Decline to State	Not Asked	Not Asked	57%			
	Total	Not Asked	Not Asked	14%			
I am treated in an insensitive or inappropriate manner based on my ETHNICITY	Male	Not Asked	Not Asked	5%			
	Female	Not Asked	Not Asked	1%		-5%	
	Other, Decline to State	Not Asked	Not Asked	29%			
	Total	Not Asked	Not Asked	3%			
I am treated in an insensitive or inappropriate manner based on my GENDER	Male	Not Asked	Not Asked	5%			
	Female	Not Asked	Not Asked	6%		1%	
	Other, Decline to State	Not Asked	Not Asked	29%			
	Total	Not Asked	Not Asked	6%			
I am treated in an insensitive or inappropriate manner based on my SEXUAL ORIENTATION	Male	Not Asked	Not Asked	5%			
	Female	Not Asked	Not Asked	1%		-4%	
	Other, Decline to State	Not Asked	Not Asked	29%			
	Total	Not Asked	Not Asked	3%			
I am treated in an insensitive or inappropriate manner based on my DISABILITY	Male	Not Asked	Not Asked	5%			
	Female	Not Asked	Not Asked	2%		-3%	
	Other, Decline to State	Not Asked	Not Asked	29%			
	Total	Not Asked	Not Asked	4%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

CAMPUS DIVERSITY - by GENDER Percent = "Strongly Agree" or "Agree"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
I know how to officially report any racist sexist or otherwise offensive behaviors	Male	82%	83%	77%			
	Female	81%	87%	84%	-1%	4%	8%
	Other, Decline to State	83%	100%	67%			
	Total	81%	86%	81%			
My opinions and inputs are valued at SMC	Male	58%	53%	58%			
	Female	42%	39%	39%	-17%	-14%	-19%
	Other, Decline to State	27%	57%	50%			
	Total	44%	43%	46%			
I fear for my physical safety on campus because of my ethnicity or gender	Male	Not Asked	2%	7%			
	Female	Not Asked	1%	2%		-1%	-5%
	Other, Decline to State	Not Asked	0%	17%			
	Total	Not Asked	1%	4%			
It is important to me to have friends who are part of the same ethnic group as my own	Male	19%	20%	26%			
	Female	22%	24%	18%	3%	4%	-8%
	Other, Decline to State	27%	17%	33%			
	Total	22%	22%	21%			
I fear for my physical safety on campus because of my sexual orientation	Male	3%	2%	3%			
	Female	2%	1%	2%	-1%	-1%	-1%
	Other, Decline to State	0%	0%	17%			
	Total	2%	1%	3%			
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	Male	13%	10%	14%			
	Female	8%	6%	5%	-5%	-3%	-9%
	Other, Decline to State	27%	14%	17%			
	Total	11%	8%	9%			
A diverse student body enhances the educational experiences of all students	Male	91%	90%	79%			
	Female	95%	96%	86%	4%	6%	7%
	Other, Decline to State	100%	83%	100%			
	Total	95%	94%	84%			
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	Male	16%	20%	27%			
	Female	29%	23%	20%	13%	4%	-8%
	Other, Decline to State	36%	14%	50%			
	Total	27%	22%	23%			
In order to fit in at SMC I often feel I need to change some of my personal characteristics	Male	18%	14%	16%			
	Female	9%	13%	12%	-9%	-1%	-4%
	Other, Decline to State	23%	0%	33%			
	Total	13%	12%	14%			
I feel awkward in situations at SMC in which I am the only person of my ethnic group	Male	19%	12%	14%			
	Female	9%	11%	14%	-10%	-1%	0%
	Other, Decline to State	19%	14%	17%			
	Total	12%	11%	14%			
I value the work that is being done by the Intercultural Center	Male	58%	43%	54%			
	Female	59%	66%	67%	1%	23%	13%
	Other, Decline to State	65%	50%	67%			
	Total	60%	59%	63%			
I feel comfortable talking about my religion on campus	Male	70%	47%	57%			
	Female	54%	65%	54%	-16%	18%	-3%
	Other, Decline to State	74%	57%	33%			
	Total	61%	59%	54%			
I believe more consideration should be given to the needs and interests of disabled people on campus	Male	Not Asked	42%	51%			
	Female	Not Asked	59%	49%		17%	-1%
	Other, Decline to State	Not Asked	17%	50%			
	Total	Not Asked	53%	50%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

THE WORKING ENVIRONMENT - by GENDER Percent = "Strongly Agree" or "Agree"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
My actual job duties match my job description	Male	70%	58%	63%			
	Female	59%	55%	64%	-11%	-2%	1%
	Other, Decline to State	57%	100%	50%			
	Total	61%	56%	63%			
There are sufficient opportunities within SMC for career advancement	Male	54%	25%	38%			
	Female	49%	24%	20%	-5%	-1%	-18%
	Other, Decline to State	61%	100%	0%			
	Total	51%	25%	26%			
My work contributions to my department are appreciated by my supervisor or manager	Male	79%	75%	69%			
	Female	81%	71%	72%	2%	-4%	3%
	Other, Decline to State	61%	100%	0%			
	Total	78%	72%	70%			
Women in my department have equal opportunities as men for recognition and respect	Male	88%	87%	73%			
	Female	75%	63%	67%	-13%	-23%	-5%
	Other, Decline to State	74%	100%	100%			
	Total	78%	70%	69%			
My immediate work environment is free from incidents of sexual harassment	Male	84%	81%	71%			
	Female	89%	81%	78%	4%	0%	7%
	Other, Decline to State	83%	100%	100%			
	Total	87%	81%	76%			
Staff morale is good in my department	Male	50%	42%	51%			
	Female	46%	56%	51%	-4%	14%	0%
	Other, Decline to State	43%	100%	0%			
	Total	47%	52%	51%			
I would recommend SMC as a good place to work	Male	77%	60%	66%			
	Female	64%	64%	65%	-13%	5%	-1%
	Other, Decline to State	55%	100%	0%			
	Total	66%	63%	65%			
I receive enough information in order to perform my job	Male	73%	62%	65%			
	Female	81%	71%	71%	9%	9%	6%
	Other, Decline to State	64%	100%	0%			
	Total	77%	68%	68%			
My supervisor treats me with respect and dignity	Male	Not Asked	Not Asked	78%			
	Female	Not Asked	Not Asked	83%			5%
	Other, Decline to State	Not Asked	Not Asked	0%			
	Total	Not Asked	Not Asked	81%			
I am often given feedback about how I am doing my job	Male	53%	40%	55%			
	Female	53%	48%	52%	-1%	8%	-2%
	Other, Decline to State	48%	0%	0%			
	Total	52%	46%	53%			
My department is free of incidents of verbal abuse	Male	72%	67%	70%			
	Female	77%	77%	74%	5%	10%	4%
	Other, Decline to State	50%	100%	50%			
	Total	72%	74%	72%			
I am able to attend campus events or activities during working hours	Male	84%	75%	69%			
	Female	85%	82%	80%	2%	7%	11%
	Other, Decline to State	78%	100%	50%			
	Total	84%	80%	76%			
I see my work as an integral part of the overall mission of educating students at SMC	Male	98%	90%	75%			
	Female	85%	92%	82%	-13%	2%	6%
	Other, Decline to State	83%	100%	50%			
	Total	88%	92%	79%			
I often feel it is necessary to work late or through lunch to get my work done	Male	69%	69%	64%			
	Female	59%	56%	68%	-10%	-12%	4%
	Other, Decline to State	57%	0%	50%			
	Total	61%	59%	66%			
My supervisor understands what it takes for me to do my job	Male	71%	67%	66%			
	Female	70%	77%	67%	-1%	10%	2%
	Other, Decline to State	61%	100%	0%			
	Total	69%	74%	66%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

Report by CATHOLIC vs. NOT CATHOLIC		Year (Count)			Year (Percent)		
		2006	2008	2010	2006	2008	2010
Number and Percent Responding	Not Catholic	Not Asked	100	135	Not Asked	51%	53%
	Catholic		79	91		41%	36%
	Decline to State		16	30		8%	12%
	Total		195	256		100%	100%
PERCEPTIONS OF CAMPUS CLIMATE by CATHOLIC v. NOT CATHOLIC Percent = "A Great Deal of Emphasis"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	Not Catholic	Not Asked	15%	21%	2%	-7%	
	Catholic	Not Asked	17%	14%			
	Decline to State	Not Asked	7%	21%			
	Total	Not Asked	15%	19%			
How much emphasis does SMC place on: Increasing representation of people of color in the staff	Not Catholic	Not Asked	11%	19%	3%	0%	
	Catholic	Not Asked	14%	19%			
	Decline to State	Not Asked	0%	14%			
	Total	Not Asked	12%	19%			
How much emphasis does SMC place on: Increasing representation of people of color in the administration	Not Catholic	Not Asked	3%	13%	6%	0%	
	Catholic	Not Asked	9%	12%			
	Decline to State	Not Asked	0%	18%			
	Total	Not Asked	5%	13%			
How much emphasis does SMC place on: How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	Not Catholic	Not Asked	34%	41%	-2%	12%	
	Catholic	Not Asked	32%	53%			
	Decline to State	Not Asked	38%	34%			
	Total	Not Asked	34%	45%			
How much emphasis does SMC place on: How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	Not Catholic	Not Asked	10%	42%	12%	0%	
	Catholic	Not Asked	22%	42%			
	Decline to State	Not Asked	23%	45%			
	Total	Not Asked	16%	43%			
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	Not Catholic	Not Asked	29%	41%	6%	13%	
	Catholic	Not Asked	35%	54%			
	Decline to State	Not Asked	15%	59%			
	Total	Not Asked	30%	48%			
How much emphasis does SMC place on: Developing an inclusive community	Not Catholic	Not Asked	19%	39%	21%	16%	
	Catholic	Not Asked	40%	56%			
	Decline to State	Not Asked	17%	41%			
	Total	Not Asked	28%	45%			
How much emphasis does SMC place on: Encouraging collaboration between offices	Not Catholic	Not Asked	8%	16%	3%	-3%	
	Catholic	Not Asked	12%	13%			
	Decline to State	Not Asked	23%	18%			
	Total	Not Asked	11%	15%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS - by CATHOLIC v. NOT CATHOLIC Percent = "Frequently" or "Occasionally"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments...directed towards: MEN	Not Catholic	Not Asked	19%	15%			
	Catholic	Not Asked	17%	32%	-2%		17%
	Decline to State	Not Asked	23%	21%			
	Total	Not Asked	18%	22%			
How often have you seen or heard insensitive or disparaging comments...directed towards: WOMEN	Not Catholic	Not Asked	42%	35%			
	Catholic	Not Asked	46%	40%	4%		6%
	Decline to State	Not Asked	23%	32%			
	Total	Not Asked	42%	37%			
How often have you seen or heard insensitive or disparaging comments...directed towards: PEOPLE OF COLOR	Not Catholic	Not Asked	30%	33%			
	Catholic	Not Asked	34%	32%	4%		-1%
	Decline to State	Not Asked	15%	26%			
	Total	Not Asked	31%	32%			
How often have you seen or heard insensitive or disparaging comments...directed towards: GAY, LESBIAN, BISEXUAL, OR TRANSGENDER	Not Catholic	Not Asked	32%	36%			
	Catholic	Not Asked	30%	39%	-2%		3%
	Decline to State	Not Asked	15%	32%			
	Total	Not Asked	30%	37%			
How often have you seen or heard insensitive or disparaging comments...directed towards: HAVE A DISABILITY	Not Catholic	Not Asked	13%	11%			
	Catholic	Not Asked	10%	11%	-3%		0%
	Decline to State	Not Asked	8%	21%			
	Total	Not Asked	12%	12%			
How often have you seen or heard insensitive or disparaging comments...directed towards: RELIGIOUS	Not Catholic	Not Asked	18%	24%			
	Catholic	Not Asked	10%	22%		-8%	-2%
	Decline to State	Not Asked	8%	16%			
	Total	Not Asked	14%	23%			
How often have you seen or heard insensitive or disparaging comments...directed towards: OLDER	Not Catholic	Not Asked	19%	17%			
	Catholic	Not Asked	17%	25%	-2%		7%
	Decline to State	Not Asked	8%	11%			
	Total	Not Asked	17%	20%			
How often have you been harassed, pressured, or discriminated against...because of your: GENDER	Not Catholic	Not Asked	19%	16%			
	Catholic	Not Asked	21%	17%	2%		1%
	Decline to State	Not Asked	8%	5%			
	Total	Not Asked	19%	15%			
How often have you been harassed, pressured, or discriminated against...because of your: POLITICAL VIEWS	Not Catholic	Not Asked	11%	9%			
	Catholic	Not Asked	10%	10%	-1%		1%
	Decline to State	Not Asked	0%	16%			
	Total	Not Asked	10%	10%			
How often have you been harassed, pressured, or discriminated against...because of your: ETHNICITY	Not Catholic	Not Asked	9%	10%			
	Catholic	Not Asked	13%	16%	4%		6%
	Decline to State	Not Asked	0%	11%			
	Total	Not Asked	10%	12%			
How often have you been harassed, pressured, or discriminated against...because of your: SEXUAL ORIENTATION	Not Catholic	Not Asked	3%	4%			
	Catholic	Not Asked	4%	7%	1%		3%
	Decline to State	Not Asked	8%	0%			
	Total	Not Asked	4%	5%			
How often have you been harassed, pressured, or discriminated against...because of your: DISABILITY	Not Catholic	Not Asked	1%	3%			
	Catholic	Not Asked	1%	6%	0%		3%
	Decline to State	Not Asked	8%	0%			
	Total	Not Asked	2%	4%			
How often have you been harassed, pressured, or discriminated against...because of your: LANGUAGE OR ACCENT	Not Catholic	Not Asked	1%	4%			
	Catholic	Not Asked	5%	6%	4%		1%
	Decline to State	Not Asked	0%	0%			
	Total	Not Asked	3%	5%			
How often have you been harassed, pressured, or discriminated against...because of your: RELIGION	Not Catholic	Not Asked	9%	7%			
	Catholic	Not Asked	4%	7%		-5%	-1%
	Decline to State	Not Asked	0%	11%			
	Total	Not Asked	6%	7%			
How often have you been harassed, pressured, or discriminated against...because of your: AGE	Not Catholic	Not Asked	14%	9%			
	Catholic	Not Asked	17%	18%	3%		9%
	Decline to State	Not Asked	8%	11%			
	Total	Not Asked	15%	12%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by CATHOLIC v. NOT CATHOLIC Percent = "Very Satisfied" or "Satisfied"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
How satisfied...your job: ACCESS TO TECHNICAL SUPPORT AND ASSISTANCE	Not Catholic	Not Asked	60%	65%			
	Catholic	Not Asked	58%	63%			
	Decline to State	Not Asked	73%	63%			
	Total	Not Asked	60%	64%			
How satisfied...your job: OVERALL JOB SATISFACTION	Not Catholic	Not Asked	78%	73%			
	Catholic	Not Asked	75%	76%			
	Decline to State	Not Asked	73%	63%			
	Total	Not Asked	76%	74%			
How satisfied...your job: JOB SECURITY	Not Catholic	Not Asked	69%	62%			
	Catholic	Not Asked	72%	58%			
	Decline to State	Not Asked	73%	38%			
	Total	Not Asked	71%	60%			
How satisfied...your job: WORKING CONDITIONS	Not Catholic	Not Asked	76%	62%			
	Catholic	Not Asked	72%	58%			
	Decline to State	Not Asked	55%	63%			
	Total	Not Asked	73%	61%			
How satisfied...your job: AUTONOMY AND INDEPENDENCE	Not Catholic	Not Asked	90%	80%			
	Catholic	Not Asked	78%	80%			
	Decline to State	Not Asked	82%	50%			
	Total	Not Asked	85%	79%			
How satisfied...your job: RELATIONSHIP WITH YOUR SUPERVISOR	Not Catholic	Not Asked	72%	79%			
	Catholic	Not Asked	75%	73%			
	Decline to State	Not Asked	82%	63%			
	Total	Not Asked	74%	76%			
How satisfied...your job: QUALITY OF SUPERVISION YOU RECEIVE	Not Catholic	Not Asked	62%	72%			
	Catholic	Not Asked	68%	66%			
	Decline to State	Not Asked	73%	63%			
	Total	Not Asked	65%	69%			
How satisfied...your job: ADVICE/MENTORING YOU HAVE RECEIVED FROM PEOPLE IN YOUR DEPARTMENT	Not Catholic	Not Asked	60%	64%			
	Catholic	Not Asked	59%	56%			
	Decline to State	Not Asked	45%	63%			
	Total	Not Asked	59%	61%			
How satisfied...your job: RECOGNITION FOR MERITORIOUS PERFORMANCE	Not Catholic	Not Asked	47%	49%			
	Catholic	Not Asked	39%	40%			
	Decline to State	Not Asked	36%	63%			
	Total	Not Asked	43%	46%			
How satisfied...your job: STAFF COUNCIL LEADERSHIP	Not Catholic	Not Asked	Not Asked	53%			
	Catholic	Not Asked	Not Asked	48%			
	Decline to State	Not Asked	Not Asked	29%			
	Total	Not Asked	Not Asked	50%			
How satisfied...your job: INPUT IN DECISIONS THAT AFFECT YOU PERSONALLY	Not Catholic	Not Asked	42%	39%			
	Catholic	Not Asked	47%	44%			
	Decline to State	Not Asked	60%	38%			
	Total	Not Asked	45%	41%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by CATHOLIC v. NOT CATHOLIC Percent = "Very Satisfied" or "Satisfied"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH STUDENTS	Not Catholic	Not Asked	75%	70%			
	Catholic	Not Asked	77%	80%		2%	10%
	Decline to State	Not Asked	82%	100%			
	Total	Not Asked	76%	75%			
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH OTHER STAFF	Not Catholic	Not Asked	74%	72%			
	Catholic	Not Asked	77%	79%		2%	7%
	Decline to State	Not Asked	73%	88%			
	Total	Not Asked	75%	75%			
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH FACULTY MEMBERS	Not Catholic	Not Asked	54%	44%			
	Catholic	Not Asked	52%	46%		-2%	1%
	Decline to State	Not Asked	60%	88%			
	Total	Not Asked	53%	46%			
How satisfied...your job: CAMPUS ADMINISTRATIVE LEADERSHIP	Not Catholic	Not Asked	39%	38%			
	Catholic	Not Asked	45%	46%		6%	8%
	Decline to State	Not Asked	20%	50%			
	Total	Not Asked	40%	42%			
How satisfied...your job: EXTENT TO WHICH THE CAMPUS ADMINISTRATION WILLINGLY SHARES IMPORTANT INFORMATION WITH YOU	Not Catholic	Not Asked	32%	43%			
	Catholic	Not Asked	43%	52%		11%	10%
	Decline to State	Not Asked	60%	50%			
	Total	Not Asked	38%	47%			
How satisfied...your job: INTEGRATION OF THE STAFF IN THE LIFE OF THE CAMPUS	Not Catholic	Not Asked	38%	45%			
	Catholic	Not Asked	41%	45%		3%	-1%
	Decline to State	Not Asked	30%	63%			
	Total	Not Asked	39%	46%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by CATHOLIC v. NOT CATHOLIC Percent = "Strongly Agree" or "Agree"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
There are opportunities for me to develop my skills and capabilities in the department	Not Catholic	Not Asked	67%	66%			
	Catholic	Not Asked	69%	62%		2%	-4%
	Decline to State	Not Asked	40%	57%			
	Total	Not Asked	67%	64%			
I am supported when seeking information about career development	Not Catholic	Not Asked	48%	51%			
	Catholic	Not Asked	53%	48%		4%	-2%
	Decline to State	Not Asked	80%	43%			
	Total	Not Asked	51%	50%			
My performance is evaluated fairly	Not Catholic	Not Asked	70%	69%			
	Catholic	Not Asked	68%	68%		-1%	-1%
	Decline to State	Not Asked	60%	57%			
	Total	Not Asked	69%	68%			
There is favoritism in my department	Not Catholic	Not Asked	23%	24%			
	Catholic	Not Asked	27%	30%		4%	6%
	Decline to State	Not Asked	20%	57%			
	Total	Not Asked	25%	27%			
Initiative is usually appreciated	Not Catholic	Not Asked	67%	67%			
	Catholic	Not Asked	68%	59%		1%	-9%
	Decline to State	Not Asked	40%	57%			
	Total	Not Asked	67%	64%			
Poor performance is not usually tolerated	Not Catholic	Not Asked	Not Asked	46%			
	Catholic	Not Asked	Not Asked	41%			-5%
	Decline to State	Not Asked	Not Asked	57%			
	Total	Not Asked	Not Asked	44%			
Supervisor gives honest feedback	Not Catholic	Not Asked	Not Asked	66%			
	Catholic	Not Asked	Not Asked	68%			1%
	Decline to State	Not Asked	Not Asked	43%			
	Total	Not Asked	Not Asked	66%			
Supervisor shows appreciation for good job	Not Catholic	Not Asked	Not Asked	72%			
	Catholic	Not Asked	Not Asked	62%			-10%
	Decline to State	Not Asked	Not Asked	43%			
	Total	Not Asked	Not Asked	68%			
I have a clear understanding of my performance evaluation	Not Catholic	Not Asked	Not Asked	62%			
	Catholic	Not Asked	Not Asked	56%			-6%
	Decline to State	Not Asked	Not Asked	57%			
	Total	Not Asked	Not Asked	59%			
I feel my work is not appreciated	Not Catholic	Not Asked	Not Asked	20%			
	Catholic	Not Asked	Not Asked	31%			10%
	Decline to State	Not Asked	Not Asked	57%			
	Total	Not Asked	Not Asked	26%			
I am not being treated with respect	Not Catholic	Not Asked	Not Asked	14%			
	Catholic	Not Asked	Not Asked	11%			-3%
	Decline to State	Not Asked	Not Asked	43%			
	Total	Not Asked	Not Asked	14%			
I am treated in an insensitive or inappropriate manner based on my ETHNICITY	Not Catholic	Not Asked	Not Asked	3%			
	Catholic	Not Asked	Not Asked	1%			-2%
	Decline to State	Not Asked	Not Asked	29%			
	Total	Not Asked	Not Asked	3%			
I am treated in an insensitive or inappropriate manner based on my GENDER	Not Catholic	Not Asked	Not Asked	7%			
	Catholic	Not Asked	Not Asked	3%			-4%
	Decline to State	Not Asked	Not Asked	29%			
	Total	Not Asked	Not Asked	6%			
I am treated in an insensitive or inappropriate manner based on my SEXUAL ORIENTATION	Not Catholic	Not Asked	Not Asked	3%			
	Catholic	Not Asked	Not Asked	2%			-1%
	Decline to State	Not Asked	Not Asked	29%			
	Total	Not Asked	Not Asked	3%			
I am treated in an insensitive or inappropriate manner based on my DISABILITY	Not Catholic	Not Asked	Not Asked	5%			
	Catholic	Not Asked	Not Asked	1%			-3%
	Decline to State	Not Asked	Not Asked	29%			
	Total	Not Asked	Not Asked	4%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

CAMPUS DIVERSITY - by CATHOLIC v. NOT CATHOLIC Percent = "Strongly Agree" or "Agree"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
I know how to officially report any racist sexist or otherwise offensive behaviors	Not Catholic	Not Asked	91%	84%			
	Catholic	Not Asked	78%	77%		-12%	-8%
	Decline to State	Not Asked	100%	83%			
	Total	Not Asked	86%	81%			
My opinions and inputs are valued at SMC	Not Catholic	Not Asked	40%	47%			
	Catholic	Not Asked	44%	44%		4%	-2%
	Decline to State	Not Asked	64%	50%			
	Total	Not Asked	43%	46%			
I fear for my physical safety on campus because of my ethnicity or gender	Not Catholic	Not Asked	2%	4%			
	Catholic	Not Asked	0%	2%		-2%	-2%
	Decline to State	Not Asked	0%	17%			
	Total	Not Asked	1%	4%			
It is important to me to have friends who are part of the same ethnic group as my own	Not Catholic	Not Asked	27%	22%			
	Catholic	Not Asked	19%	20%		-8%	-2%
	Decline to State	Not Asked	0%	17%			
	Total	Not Asked	22%	21%			
I fear for my physical safety on campus because of my sexual orientation	Not Catholic	Not Asked	2%	3%			
	Catholic	Not Asked	0%	1%		-2%	-2%
	Decline to State	Not Asked	0%	17%			
	Total	Not Asked	1%	3%			
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	Not Catholic	Not Asked	6%	9%			
	Catholic	Not Asked	9%	8%		3%	-1%
	Decline to State	Not Asked	9%	17%			
	Total	Not Asked	8%	9%			
A diverse student body enhances the educational experiences of all students	Not Catholic	Not Asked	98%	84%			
	Catholic	Not Asked	90%	83%		-8%	-1%
	Decline to State	Not Asked	90%	83%			
	Total	Not Asked	94%	84%			
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	Not Catholic	Not Asked	31%	26%			
	Catholic	Not Asked	14%	18%		-17%	-8%
	Decline to State	Not Asked	0%	33%			
	Total	Not Asked	22%	23%			
In order to fit in at SMC I often feel I need to change some of my personal characteristics	Not Catholic	Not Asked	13%	14%			
	Catholic	Not Asked	11%	12%		-3%	-2%
	Decline to State	Not Asked	18%	17%			
	Total	Not Asked	12%	14%			
I feel awkward in situations at SMC in which I am the only person of my ethnic group	Not Catholic	Not Asked	12%	16%			
	Catholic	Not Asked	12%	11%		0%	-5%
	Decline to State	Not Asked	0%	17%			
	Total	Not Asked	11%	14%			
I value the work that is being done by the Intercultural Center	Not Catholic	Not Asked	58%	64%			
	Catholic	Not Asked	62%	61%		4%	-3%
	Decline to State	Not Asked	50%	50%			
	Total	Not Asked	59%	63%			
I feel comfortable talking about my religion on campus	Not Catholic	Not Asked	47%	41%			
	Catholic	Not Asked	74%	76%		27%	35%
	Decline to State	Not Asked	64%	33%			
	Total	Not Asked	59%	54%			
I believe more consideration should be given to the needs and interests of disabled people on campus	Not Catholic	Not Asked	49%	53%			
	Catholic	Not Asked	60%	47%		11%	-6%
	Decline to State	Not Asked	40%	33%			
	Total	Not Asked	53%	50%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

THE WORKING ENVIRONMENT - by CATHOLIC v. NOT CATHOLIC Percent = "Strongly Agree" or "Agree"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
My actual job duties match my job description	Not Catholic	Not Asked	57%	63%			
	Catholic	Not Asked	57%	64%			
	Decline to State	Not Asked	40%	0%		0%	1%
	Total	Not Asked	56%	63%			
There are sufficient opportunities within SMC for career advancement	Not Catholic	Not Asked	25%	28%			
	Catholic	Not Asked	24%	23%		0%	-4%
	Decline to State	Not Asked	40%	0%			
	Total	Not Asked	25%	26%			
My work contributions to my department are appreciated by my supervisor or manager	Not Catholic	Not Asked	73%	72%			
	Catholic	Not Asked	71%	69%		-3%	-4%
	Decline to State	Not Asked	60%	0%			
	Total	Not Asked	72%	70%			
Women in my department have equal opportunities as men for recognition and respect	Not Catholic	Not Asked	69%	70%			
	Catholic	Not Asked	71%	69%		1%	-1%
	Decline to State	Not Asked	80%	50%			
	Total	Not Asked	70%	69%			
My immediate work environment is free from incidents of sexual harassment	Not Catholic	Not Asked	80%	74%			
	Catholic	Not Asked	82%	80%		3%	6%
	Decline to State	Not Asked	80%	50%			
	Total	Not Asked	81%	76%			
Staff morale is good in my department	Not Catholic	Not Asked	51%	55%			
	Catholic	Not Asked	53%	46%		2%	-10%
	Decline to State	Not Asked	60%	0%			
	Total	Not Asked	52%	51%			
I would recommend SMC as a good place to work	Not Catholic	Not Asked	62%	66%			
	Catholic	Not Asked	65%	66%		4%	0%
	Decline to State	Not Asked	60%	0%			
	Total	Not Asked	63%	65%			
I receive enough information in order to perform my job	Not Catholic	Not Asked	68%	70%			
	Catholic	Not Asked	68%	67%		0%	-3%
	Decline to State	Not Asked	80%	0%			
	Total	Not Asked	68%	68%			
My supervisor treats me with respect and dignity	Not Catholic	Not Asked	Not Asked	81%			
	Catholic	Not Asked	Not Asked	81%			0%
	Decline to State	Not Asked	Not Asked	0%			
	Total	Not Asked	Not Asked	81%			
I am often given feedback about how I am doing my job	Not Catholic	Not Asked	46%	51%			
	Catholic	Not Asked	44%	57%		-2%	6%
	Decline to State	Not Asked	60%	0%			
	Total	Not Asked	46%	53%			
My department is free of incidents of verbal abuse	Not Catholic	Not Asked	72%	71%			
	Catholic	Not Asked	78%	74%		7%	3%
	Decline to State	Not Asked	60%	100%			
	Total	Not Asked	74%	72%			
I am able to attend campus events or activities during working hours	Not Catholic	Not Asked	80%	77%			
	Catholic	Not Asked	80%	76%		-1%	-1%
	Decline to State	Not Asked	80%	50%			
	Total	Not Asked	80%	76%			
I see my work as an integral part of the overall mission of educating students at SMC	Not Catholic	Not Asked	91%	80%			
	Catholic	Not Asked	94%	80%		3%	0%
	Decline to State	Not Asked	80%	0%			
	Total	Not Asked	92%	79%			
I often feel it is necessary to work late or through lunch to get my work done	Not Catholic	Not Asked	58%	67%			
	Catholic	Not Asked	62%	66%		4%	-1%
	Decline to State	Not Asked	60%	50%			
	Total	Not Asked	59%	66%			
My supervisor understands what it takes for me to do my job	Not Catholic	Not Asked	72%	68%			
	Catholic	Not Asked	78%	66%		7%	-2%
	Decline to State	Not Asked	60%	0%			
	Total	Not Asked	74%	66%			



Report by NUMBER OF YEARS AT SMC		Year (Count)				Year (Percent)				
		2006	2008	2010		2006	2008	2010		
Number and Percent Responding	0 to 3 years	Not Asked	67	84	Not Asked		34%	33%		
	4 to 9 years		65	75			33%	29%		
	10 to 16 years		27	41			14%	16%		
	17 years or more		23	23			12%	9%		
	Other, Decline to State		13	33			7%	13%		
	Total		195	256			100%	100%		
PERCEPTIONS OF CAMPUS CLIMATE - by NUMBER OF YEARS AT SMC		Year			% Difference: 10+ years vs. Less than 10 years					
Percent = "A Great Deal of Emphasis"		2006	2008	2010	Group	2006	2008	2010		
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	0 to 3 years	Not Asked	9%	15%	Less than 10 Years: 10+ Years: Difference:					
	4 to 9 years	Not Asked	17%	17%					13%	16%
	10 to 16 years	Not Asked	30%	28%					22%	25%
	17 years or more	Not Asked	13%	22%					9%	9%
	Other, Decline to State	Not Asked	9%	19%						
	Total	Not Asked	15%	19%						
How much emphasis does SMC place on: Increasing representation of people of color in the staff	0 to 3 years	Not Asked	11%	17%	Less than 10 Years: 10+ Years: Difference:					
	4 to 9 years	Not Asked	11%	17%					11%	17%
	10 to 16 years	Not Asked	19%	23%					16%	24%
	17 years or more	Not Asked	13%	26%					6%	7%
	Other, Decline to State	Not Asked	0%	16%						
	Total	Not Asked	12%	19%						
How much emphasis does SMC place on: Increasing representation of people of color in the administration	0 to 3 years	Not Asked	6%	11%	Less than 10 Years: 10+ Years: Difference:					
	4 to 9 years	Not Asked	5%	15%					5%	13%
	10 to 16 years	Not Asked	12%	13%					6%	13%
	17 years or more	Not Asked	0%	13%					1%	0%
	Other, Decline to State	Not Asked	0%	16%						
	Total	Not Asked	5%	13%						
How much emphasis does SMC place on: How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	0 to 3 years	Not Asked	36%	45%	Less than 10 Years: 10+ Years: Difference:					
	4 to 9 years	Not Asked	29%	47%					33%	46%
	10 to 16 years	Not Asked	35%	53%					33%	45%
	17 years or more	Not Asked	30%	30%					0%	-1%
	Other, Decline to State	Not Asked	50%	41%						
	Total	Not Asked	34%	45%						
How much emphasis does SMC place on: How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	0 to 3 years	Not Asked	13%	45%	Less than 10 Years: 10+ Years: Difference:					
	4 to 9 years	Not Asked	15%	36%					14%	41%
	10 to 16 years	Not Asked	23%	50%					18%	43%
	17 years or more	Not Asked	13%	30%					4%	2%
	Other, Decline to State	Not Asked	20%	50%						
	Total	Not Asked	16%	43%						
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	0 to 3 years	Not Asked	28%	50%	Less than 10 Years: 10+ Years: Difference:					
	4 to 9 years	Not Asked	34%	41%					31%	46%
	10 to 16 years	Not Asked	35%	58%					33%	48%
	17 years or more	Not Asked	30%	30%					2%	2%
	Other, Decline to State	Not Asked	10%	59%						
	Total	Not Asked	30%	48%						
How much emphasis does SMC place on: Developing an inclusive community	0 to 3 years	Not Asked	27%	38%	Less than 10 Years: 10+ Years: Difference:					
	4 to 9 years	Not Asked	26%	51%					27%	44%
	10 to 16 years	Not Asked	32%	58%					29%	48%
	17 years or more	Not Asked	26%	30%					3%	4%
	Other, Decline to State	Not Asked	33%	47%						
	Total	Not Asked	28%	45%						
How much emphasis does SMC place on: Encouraging collaboration between offices	0 to 3 years	Not Asked	7%	15%	Less than 10 Years: 10+ Years: Difference:					
	4 to 9 years	Not Asked	8%	15%					8%	15%
	10 to 16 years	Not Asked	19%	23%					14%	16%
	17 years or more	Not Asked	9%	4%					7%	1%
	Other, Decline to State	Not Asked	30%	16%						
	Total	Not Asked	11%	15%						



STAFF CAMPUS CLIMATE SURVEYS 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS - by NUMBER OF YEARS AT SMC Percent = "Frequently" or "Occasionally"		Year			% Difference: 10+ years vs. Less than 10 years				
		2006	2008	2010	Group	2006	2008	2010	
How often have you seen or heard insensitive or disparaging comments...directed towards: MEN	0 to 3 years	Not Asked	13%	26%	Less than 10 Years: 10+ Years: Difference:	17%	21%	20%	23%
	4 to 9 years	Not Asked	20%	15%					
	10 to 16 years	Not Asked	19%	22%					
	17 years or more	Not Asked	22%	26%					
	Other, Decline to State	Not Asked	30%	23%					
	Total	Not Asked	18%	22%					
How often have you seen or heard insensitive or disparaging comments...directed towards: WOMEN	0 to 3 years	Not Asked	43%	40%	Less than 10 Years: 10+ Years: Difference:	44%	37%	43%	40%
	4 to 9 years	Not Asked	45%	32%					
	10 to 16 years	Not Asked	42%	38%					
	17 years or more	Not Asked	43%	43%					
	Other, Decline to State	Not Asked	20%	27%					
	Total	Not Asked	42%	37%					
How often have you seen or heard insensitive or disparaging comments...directed towards: PEOPLE OF COLOR	0 to 3 years	Not Asked	33%	35%	Less than 10 Years: 10+ Years: Difference:	29%	33%	37%	29%
	4 to 9 years	Not Asked	25%	31%					
	10 to 16 years	Not Asked	28%	30%					
	17 years or more	Not Asked	48%	26%					
	Other, Decline to State	Not Asked	20%	32%					
	Total	Not Asked	31%	32%					
How often have you seen or heard insensitive or disparaging comments...directed towards: GAY, LESBIAN, BISEXUAL, OR TRANSGENDER	0 to 3 years	Not Asked	31%	43%	Less than 10 Years: 10+ Years: Difference:	31%	39%	31%	33%
	4 to 9 years	Not Asked	31%	35%					
	10 to 16 years	Not Asked	24%	30%					
	17 years or more	Not Asked	39%	39%					
	Other, Decline to State	Not Asked	10%	32%					
	Total	Not Asked	30%	37%					
How often have you seen or heard insensitive or disparaging comments...directed towards: HAVE A DISABILITY	0 to 3 years	Not Asked	18%	12%	Less than 10 Years: 10+ Years: Difference:	15%	12%	4%	11%
	4 to 9 years	Not Asked	12%	12%					
	10 to 16 years	Not Asked	4%	15%					
	17 years or more	Not Asked	4%	4%					
	Other, Decline to State	Not Asked	0%	14%					
	Total	Not Asked	12%	12%					
How often have you seen or heard insensitive or disparaging comments...directed towards: RELIGION	0 to 3 years	Not Asked	7%	23%	Less than 10 Years: 10+ Years: Difference:	14%	22%	18%	28%
	4 to 9 years	Not Asked	20%	22%					
	10 to 16 years	Not Asked	19%	32%					
	17 years or more	Not Asked	17%	22%					
	Other, Decline to State	Not Asked	0%	14%					
	Total	Not Asked	14%	23%					
How often have you seen or heard insensitive or disparaging comments...directed towards: OLDER	0 to 3 years	Not Asked	12%	18%	Less than 10 Years: 10+ Years: Difference:	16%	19%	21%	24%
	4 to 9 years	Not Asked	20%	20%					
	10 to 16 years	Not Asked	21%	24%					
	17 years or more	Not Asked	22%	23%					
	Other, Decline to State	Not Asked	20%	14%					
	Total	Not Asked	17%	20%					
How often have you been harassed, pressured, or discriminated against...because of your: GENDER	0 to 3 years	Not Asked	18%	17%	Less than 10 Years: 10+ Years: Difference:	20%	16%	16%	16%
	4 to 9 years	Not Asked	23%	16%					
	10 to 16 years	Not Asked	15%	17%					
	17 years or more	Not Asked	17%	13%					
	Other, Decline to State	Not Asked	10%	5%					
	Total	Not Asked	19%	15%					
How often have you been harassed, pressured, or discriminated against...because of your: POLITICAL VIEWS	0 to 3 years	Not Asked	9%	7%	Less than 10 Years: 10+ Years: Difference:	10%	11%	12%	6%
	4 to 9 years	Not Asked	11%	15%					
	10 to 16 years	Not Asked	15%	7%					
	17 years or more	Not Asked	9%	4%					
	Other, Decline to State	Not Asked	0%	14%					
	Total	Not Asked	10%	10%					
How often have you been harassed, pressured, or discriminated against...because of your: ETHNICITY	0 to 3 years	Not Asked	16%	15%	Less than 10 Years: 10+ Years: Difference:	14%	15%	2%	6%
	4 to 9 years	Not Asked	11%	14%					
	10 to 16 years	Not Asked	4%	10%					
	17 years or more	Not Asked	0%	0%					
	Other, Decline to State	Not Asked	0%	10%					
	Total	Not Asked	10%	12%					



STAFF CAMPUS CLIMATE SURVEYS 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS - by NUMBER OF YEARS AT SMC Percent = "Frequently" or "Occasionally"		Year			% Difference: 10+ years vs. Less than 10 years			
		2006	2008	2010	Group	2006	2008	2010
How often have you been harassed, pressured, or discriminated against...because of your: SEXUAL ORIENTATION	0 to 3 years	Not Asked	6%	4%	Less than 10 Years: 10+ Years: Difference:		4%	5%
	4 to 9 years	Not Asked	2%	7%				
	10 to 16 years	Not Asked	4%	7%				
	17 years or more	Not Asked	0%	0%				
	Other, Decline to State	Not Asked	10%	0%				
	Total	Not Asked	4%	5%				
How often have you been harassed, pressured, or discriminated against...because of your: DISABILITY	0 to 3 years	Not Asked	2%	1%	Less than 10 Years: 10+ Years: Difference:		1%	3%
	4 to 9 years	Not Asked	0%	4%				
	10 to 16 years	Not Asked	4%	10%				
	17 years or more	Not Asked	0%	4%				
	Other, Decline to State	Not Asked	10%	0%				
	Total	Not Asked	2%	4%				
How often have you been harassed, pressured, or discriminated against...because of your: LANGUAGE OR ACCENT	0 to 3 years	Not Asked	4%	7%	Less than 10 Years: 10+ Years: Difference:		4%	6%
	4 to 9 years	Not Asked	3%	5%				
	10 to 16 years	Not Asked	0%	3%				
	17 years or more	Not Asked	0%	0%				
	Other, Decline to State	Not Asked	0%	0%				
	Total	Not Asked	3%	5%				
How often have you been harassed, pressured, or discriminated against...because of your: RELIGION	0 to 3 years	Not Asked	1%	10%	Less than 10 Years: 10+ Years: Difference:		5%	7%
	4 to 9 years	Not Asked	8%	4%				
	10 to 16 years	Not Asked	12%	10%				
	17 years or more	Not Asked	13%	9%				
	Other, Decline to State	Not Asked	0%	5%				
	Total	Not Asked	6%	7%				
How often have you been harassed, pressured, or discriminated against...because of your: AGE	0 to 3 years	Not Asked	16%	15%	Less than 10 Years: 10+ Years: Difference:		18%	13%
	4 to 9 years	Not Asked	19%	11%				
	10 to 16 years	Not Asked	12%	17%				
	17 years or more	Not Asked	9%	0%				
	Other, Decline to State	Not Asked	0%	9%				
	Total	Not Asked	15%	12%				



STAFF CAMPUS CLIMATE SURVEYS 2006-2008-2010

JOB SATISFACTION - by NUMBER OF YEARS AT SMC Percent = "Very Satisfied" or "Satisfied"		Year			% Difference: 10+ years vs. Less than 10 years			
		2006	2008	2010	Group	2006	2008	2010
How satisfied...your job: ACCESS TO TECHNICAL SUPPORT AND ASSISTANCE	0 to 3 years	Not Asked	54%	64%	Less than 10 Years: 10+ Years: Difference:		61%	62%
	4 to 9 years	Not Asked	69%	60%				
	10 to 16 years	Not Asked	56%	67%				
	17 years or more	Not Asked	57%	74%				
	Other, Decline to State	Not Asked	63%	64%				
	Total	Not Asked	60%	64%				
How satisfied...your job: OVERALL JOB SATISFACTION	0 to 3 years	Not Asked	72%	68%	Less than 10 Years: 10+ Years: Difference:		73%	68%
	4 to 9 years	Not Asked	75%	68%				
	10 to 16 years	Not Asked	78%	85%				
	17 years or more	Not Asked	91%	100%				
	Other, Decline to State	Not Asked	75%	64%				
	Total	Not Asked	76%	74%				
How satisfied...your job: JOB SECURITY	0 to 3 years	Not Asked	66%	58%	Less than 10 Years: 10+ Years: Difference:		70%	59%
	4 to 9 years	Not Asked	74%	59%				
	10 to 16 years	Not Asked	70%	70%				
	17 years or more	Not Asked	74%	52%				
	Other, Decline to State	Not Asked	75%	55%				
	Total	Not Asked	71%	60%				
How satisfied...your job: WORKING CONDITIONS	0 to 3 years	Not Asked	64%	60%	Less than 10 Years: 10+ Years: Difference:		70%	55%
	4 to 9 years	Not Asked	75%	51%				
	10 to 16 years	Not Asked	85%	65%				
	17 years or more	Not Asked	86%	83%				
	Other, Decline to State	Not Asked	50%	73%				
	Total	Not Asked	73%	61%				
How satisfied...your job: AUTONOMY AND INDEPENDENCE	0 to 3 years	Not Asked	77%	70%	Less than 10 Years: 10+ Years: Difference:		82%	74%
	4 to 9 years	Not Asked	88%	77%				
	10 to 16 years	Not Asked	89%	93%				
	17 years or more	Not Asked	96%	100%				
	Other, Decline to State	Not Asked	75%	64%				
	Total	Not Asked	85%	79%				
How satisfied...your job: RELATIONSHIP WITH YOUR SUPERVISOR	0 to 3 years	Not Asked	69%	73%	Less than 10 Years: 10+ Years: Difference:		71%	71%
	4 to 9 years	Not Asked	73%	69%				
	10 to 16 years	Not Asked	81%	88%				
	17 years or more	Not Asked	78%	100%				
	Other, Decline to State	Not Asked	75%	64%				
	Total	Not Asked	74%	76%				
How satisfied...your job: QUALITY OF SUPERVISION YOU RECEIVE	0 to 3 years	Not Asked	62%	65%	Less than 10 Years: 10+ Years: Difference:		60%	66%
	4 to 9 years	Not Asked	59%	67%				
	10 to 16 years	Not Asked	78%	73%				
	17 years or more	Not Asked	74%	91%				
	Other, Decline to State	Not Asked	75%	64%				
	Total	Not Asked	65%	69%				
How satisfied...your job: ADVICE/MENTORING YOU HAVE RECEIVED FROM PEOPLE IN YOUR DEPARTMENT	0 to 3 years	Not Asked	58%	55%	Less than 10 Years: 10+ Years: Difference:		57%	55%
	4 to 9 years	Not Asked	55%	55%				
	10 to 16 years	Not Asked	63%	80%				
	17 years or more	Not Asked	74%	68%				
	Other, Decline to State	Not Asked	38%	64%				
	Total	Not Asked	59%	61%				
How satisfied...your job: RECOGNITION FOR MERITORIOUS PERFORMANCE	0 to 3 years	Not Asked	36%	38%	Less than 10 Years: 10+ Years: Difference:		40%	40%
	4 to 9 years	Not Asked	45%	41%				
	10 to 16 years	Not Asked	50%	58%				
	17 years or more	Not Asked	52%	61%				
	Other, Decline to State	Not Asked	38%	64%				
	Total	Not Asked	43%	46%				
How satisfied...your job: STAFF COUNCIL LEADERSHIP	0 to 3 years	Not Asked	Not Asked	44%	Less than 10 Years: 10+ Years: Difference:			45%
	4 to 9 years	Not Asked	Not Asked	47%				
	10 to 16 years	Not Asked	Not Asked	58%				
	17 years or more	Not Asked	Not Asked	74%				
	Other, Decline to State	Not Asked	Not Asked	50%				
	Total	Not Asked	Not Asked	50%				



JOB SATISFACTION - by NUMBER OF YEARS AT SMC Percent = "Very Satisfied" or "Satisfied"		Year			% Difference: 10+ years vs. Less than 10 years			
		2006	2008	2010	Group	2006	2008	2010
How satisfied...your job: INPUT IN DECISIONS THAT AFFECT YOU PERSONALLY	0 to 3 years	Not Asked	45%	37%	Less than 10 Years: 10+ Years: Difference:		45%	39%
	4 to 9 years	Not Asked	45%	42%				
	10 to 16 years	Not Asked	48%	38%				
	17 years or more	Not Asked	39%	48%				
	Other, Decline to State	Not Asked	43%	55%				
Total	Not Asked	45%	41%					
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH STUDENTS	0 to 3 years	Not Asked	78%	65%	Less than 10 Years: 10+ Years: Difference:		78%	71%
	4 to 9 years	Not Asked	78%	77%				
	10 to 16 years	Not Asked	68%	83%				
	17 years or more	Not Asked	70%	78%				
	Other, Decline to State	Not Asked	88%	91%				
Total	Not Asked	76%	75%			-9%	10%	
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH OTHER STAFF	0 to 3 years	Not Asked	76%	65%	Less than 10 Years: 10+ Years: Difference:		74%	70%
	4 to 9 years	Not Asked	72%	76%				
	10 to 16 years	Not Asked	76%	78%				
	17 years or more	Not Asked	82%	96%				
	Other, Decline to State	Not Asked	75%	91%				
Total	Not Asked	75%	75%			5%	14%	
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH FACULTY MEMBERS	0 to 3 years	Not Asked	48%	37%	Less than 10 Years: 10+ Years: Difference:		50%	39%
	4 to 9 years	Not Asked	52%	41%				
	10 to 16 years	Not Asked	60%	63%				
	17 years or more	Not Asked	65%	48%				
	Other, Decline to State	Not Asked	57%	91%				
Total	Not Asked	53%	46%			13%	18%	
How satisfied...your job: CAMPUS ADMINISTRATIVE LEADERSHIP	0 to 3 years	Not Asked	39%	36%	Less than 10 Years: 10+ Years: Difference:		41%	41%
	4 to 9 years	Not Asked	43%	47%				
	10 to 16 years	Not Asked	36%	44%				
	17 years or more	Not Asked	41%	35%				
	Other, Decline to State	Not Asked	43%	55%				
Total	Not Asked	40%	42%			-3%	-1%	
How satisfied...your job: EXTENT TO WHICH THE CAMPUS ADMINISTRATION WILLINGLY SHARES IMPORTANT INFORMATION WITH YOU	0 to 3 years	Not Asked	41%	55%	Less than 10 Years: 10+ Years: Difference:		38%	48%
	4 to 9 years	Not Asked	36%	41%				
	10 to 16 years	Not Asked	44%	40%				
	17 years or more	Not Asked	26%	48%				
	Other, Decline to State	Not Asked	57%	45%				
Total	Not Asked	38%	47%			-3%	-5%	
How satisfied...your job: INTEGRATION OF THE STAFF IN THE LIFE OF THE CAMPUS	0 to 3 years	Not Asked	35%	46%	Less than 10 Years: 10+ Years: Difference:		37%	46%
	4 to 9 years	Not Asked	39%	47%				
	10 to 16 years	Not Asked	35%	31%				
	17 years or more	Not Asked	48%	57%				
	Other, Decline to State	Not Asked	57%	73%				
Total	Not Asked	39%	46%			4%	-6%	



STAFF CAMPUS CLIMATE SURVEYS 2006-2008-2010

JOB SATISFACTION - by NUMBER OF YEARS AT SMC Percent = "Strongly Agree" or "Agree"		Year			% Difference: 10+ years vs. Less than 10 years			
		2006	2008	2010	Group	2006	2008	2010
There are opportunities for me to develop my skills and capabilities in the department	0 to 3 years	Not Asked	70%	62%	Less than 10 Years: 10+ Years: Difference:		67%	62%
	4 to 9 years	Not Asked	65%	63%				
	10 to 16 years	Not Asked	62%	70%				
	17 years or more	Not Asked	74%	70%				
	Other, Decline to State	Not Asked	50%	60%				
	Total	Not Asked	67%	64%				
I am supported when seeking information about career development	0 to 3 years	Not Asked	58%	49%	Less than 10 Years: 10+ Years: Difference:		53%	48%
	4 to 9 years	Not Asked	49%	48%				
	10 to 16 years	Not Asked	46%	59%				
	17 years or more	Not Asked	43%	45%				
	Other, Decline to State	Not Asked	50%	40%				
	Total	Not Asked	51%	50%				
My performance is evaluated fairly	0 to 3 years	Not Asked	68%	65%	Less than 10 Years: 10+ Years: Difference:		67%	67%
	4 to 9 years	Not Asked	67%	68%				
	10 to 16 years	Not Asked	69%	70%				
	17 years or more	Not Asked	78%	83%				
	Other, Decline to State	Not Asked	50%	50%				
	Total	Not Asked	69%	68%				
There is favoritism in my department	0 to 3 years	Not Asked	23%	25%	Less than 10 Years: 10+ Years: Difference:		26%	27%
	4 to 9 years	Not Asked	29%	29%				
	10 to 16 years	Not Asked	24%	28%				
	17 years or more	Not Asked	17%	17%				
	Other, Decline to State	Not Asked	50%	50%				
	Total	Not Asked	25%	27%				
Initiative is usually appreciated	0 to 3 years	Not Asked	55%	60%	Less than 10 Years: 10+ Years: Difference:		62%	60%
	4 to 9 years	Not Asked	70%	60%				
	10 to 16 years	Not Asked	81%	73%				
	17 years or more	Not Asked	78%	83%				
	Other, Decline to State	Not Asked	50%	50%				
	Total	Not Asked	67%	64%				
Poor performance is not usually tolerated	0 to 3 years	Not Asked	Not Asked	51%	Less than 10 Years: 10+ Years: Difference:			46%
	4 to 9 years	Not Asked	Not Asked	41%				
	10 to 16 years	Not Asked	Not Asked	32%				
	17 years or more	Not Asked	Not Asked	52%				
	Other, Decline to State	Not Asked	Not Asked	50%				
	Total	Not Asked	Not Asked	44%				
Supervisor gives honest feedback	0 to 3 years	Not Asked	Not Asked	62%	Less than 10 Years: 10+ Years: Difference:			64%
	4 to 9 years	Not Asked	Not Asked	67%				
	10 to 16 years	Not Asked	Not Asked	75%				
	17 years or more	Not Asked	Not Asked	77%				
	Other, Decline to State	Not Asked	Not Asked	40%				
	Total	Not Asked	Not Asked	66%				
Supervisor shows appreciation for good job	0 to 3 years	Not Asked	Not Asked	57%	Less than 10 Years: 10+ Years: Difference:			64%
	4 to 9 years	Not Asked	Not Asked	71%				
	10 to 16 years	Not Asked	Not Asked	75%				
	17 years or more	Not Asked	Not Asked	95%				
	Other, Decline to State	Not Asked	Not Asked	40%				
	Total	Not Asked	Not Asked	68%				
I have a clear understanding of my performance evaluation	0 to 3 years	Not Asked	Not Asked	50%	Less than 10 Years: 10+ Years: Difference:			56%
	4 to 9 years	Not Asked	Not Asked	64%				
	10 to 16 years	Not Asked	Not Asked	65%				
	17 years or more	Not Asked	Not Asked	74%				
	Other, Decline to State	Not Asked	Not Asked	50%				
	Total	Not Asked	Not Asked	59%				



JOB SATISFACTION - by NUMBER OF YEARS AT SMC Percent = "Strongly Agree" or "Agree"		Year			% Difference: 10+ years vs. Less than 10 years			
		2006	2008	2010	Group	2006	2008	2010
I feel my work is not appreciated	0 to 3 years	Not Asked	Not Asked	24%	Less than 10 Years: 10+ Years: Difference:			25% 23% -2%
	4 to 9 years	Not Asked	Not Asked	26%				
	10 to 16 years	Not Asked	Not Asked	28%				
	17 years or more	Not Asked	Not Asked	14%				
	Other, Decline to State	Not Asked	Not Asked	50%				
	Total	Not Asked	Not Asked	26%				
I am not being treated with respect	0 to 3 years	Not Asked	Not Asked	14%	Less than 10 Years: 10+ Years: Difference:			14% 8% -6%
	4 to 9 years	Not Asked	Not Asked	13%				
	10 to 16 years	Not Asked	Not Asked	10%				
	17 years or more	Not Asked	Not Asked	5%				
	Other, Decline to State	Not Asked	Not Asked	50%				
	Total	Not Asked	Not Asked	14%				
I am treated in an insensitive or inappropriate manner based on my ETHNICITY	0 to 3 years	Not Asked	Not Asked	4%	Less than 10 Years: 10+ Years: Difference:			3% 0% -3%
	4 to 9 years	Not Asked	Not Asked	1%				
	10 to 16 years	Not Asked	Not Asked	0%				
	17 years or more	Not Asked	Not Asked	0%				
	Other, Decline to State	Not Asked	Not Asked	30%				
	Total	Not Asked	Not Asked	3%				
I am treated in an insensitive or inappropriate manner based on my GENDER	0 to 3 years	Not Asked	Not Asked	6%	Less than 10 Years: 10+ Years: Difference:			6% 3% -3%
	4 to 9 years	Not Asked	Not Asked	7%				
	10 to 16 years	Not Asked	Not Asked	5%				
	17 years or more	Not Asked	Not Asked	0%				
	Other, Decline to State	Not Asked	Not Asked	30%				
	Total	Not Asked	Not Asked	6%				
I am treated in an insensitive or inappropriate manner based on my SEXUAL ORIENTATION	0 to 3 years	Not Asked	Not Asked	4%	Less than 10 Years: 10+ Years: Difference:			3% 2% -1%
	4 to 9 years	Not Asked	Not Asked	1%				
	10 to 16 years	Not Asked	Not Asked	3%				
	17 years or more	Not Asked	Not Asked	0%				
	Other, Decline to State	Not Asked	Not Asked	30%				
	Total	Not Asked	Not Asked	3%				
I am treated in an insensitive or inappropriate manner based on my DISABILITY	0 to 3 years	Not Asked	Not Asked	4%	Less than 10 Years: 10+ Years: Difference:			3% 2% -2%
	4 to 9 years	Not Asked	Not Asked	3%				
	10 to 16 years	Not Asked	Not Asked	3%				
	17 years or more	Not Asked	Not Asked	0%				
	Other, Decline to State	Not Asked	Not Asked	30%				
	Total	Not Asked	Not Asked	4%				



STAFF CAMPUS CLIMATE SURVEYS 2006-2008-2010

CAMPUS DIVERSITY - by NUMBER OF YEARS AT SMC Percent = "Strongly Agree" or "Agree"		Year			% Difference: 10+ years vs. Less than 10 years			
		2006	2008	2010	Group	2006	2008	2010
I know how to officially report any racist sexist or otherwise offensive behaviors	0 to 3 years	Not Asked	82%	67%	Less than 10 Years: 10+ Years: Difference:		84%	78%
	4 to 9 years	Not Asked	86%	91%				
	10 to 16 years	Not Asked	85%	90%				
	17 years or more	Not Asked	96%	96%				
	Other, Decline to State	Not Asked	100%	67%				
Total	Not Asked	86%	81%			6%	14%	
My opinions and inputs are valued at SMC	0 to 3 years	Not Asked	46%	49%	Less than 10 Years: 10+ Years: Difference:		46%	47%
	4 to 9 years	Not Asked	45%	45%				
	10 to 16 years	Not Asked	32%	38%				
	17 years or more	Not Asked	35%	43%				
	Other, Decline to State	Not Asked	63%	67%				
Total	Not Asked	43%	46%			-13%	-8%	
I fear for my physical safety on campus because of my ethnicity or gender	0 to 3 years	Not Asked	1%	5%	Less than 10 Years: 10+ Years: Difference:		2%	4%
	4 to 9 years	Not Asked	2%	3%				
	10 to 16 years	Not Asked	0%	3%				
	17 years or more	Not Asked	0%	5%				
	Other, Decline to State	Not Asked	0%	11%				
Total	Not Asked	1%	4%			-2%	-1%	
It is important to me to have friends who are part of the same ethnic group as my own	0 to 3 years	Not Asked	28%	23%	Less than 10 Years: 10+ Years: Difference:		23%	23%
	4 to 9 years	Not Asked	18%	24%				
	10 to 16 years	Not Asked	19%	18%				
	17 years or more	Not Asked	22%	4%				
	Other, Decline to State	Not Asked	14%	33%				
Total	Not Asked	22%	21%			-3%	-10%	
I fear for my physical safety on campus because of my sexual orientation	0 to 3 years	Not Asked	1%	2%	Less than 10 Years: 10+ Years: Difference:		2%	3%
	4 to 9 years	Not Asked	2%	4%				
	10 to 16 years	Not Asked	0%	0%				
	17 years or more	Not Asked	0%	0%				
	Other, Decline to State	Not Asked	0%	11%				
Total	Not Asked	1%	3%			-2%	-3%	
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	0 to 3 years	Not Asked	7%	6%	Less than 10 Years: 10+ Years: Difference:		7%	10%
	4 to 9 years	Not Asked	6%	15%				
	10 to 16 years	Not Asked	13%	8%				
	17 years or more	Not Asked	0%	0%				
	Other, Decline to State	Not Asked	25%	11%				
Total	Not Asked	8%	9%			0%	-5%	
A diverse student body enhances the educational experiences of all students	0 to 3 years	Not Asked	96%	77%	Less than 10 Years: 10+ Years: Difference:		96%	82%
	4 to 9 years	Not Asked	97%	87%				
	10 to 16 years	Not Asked	92%	85%				
	17 years or more	Not Asked	91%	91%				
	Other, Decline to State	Not Asked	71%	100%				
Total	Not Asked	94%	84%			-4%	6%	
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	0 to 3 years	Not Asked	22%	24%	Less than 10 Years: 10+ Years: Difference:		24%	25%
	4 to 9 years	Not Asked	25%	25%				
	10 to 16 years	Not Asked	12%	15%				
	17 years or more	Not Asked	26%	17%				
	Other, Decline to State	Not Asked	13%	44%				
Total	Not Asked	22%	23%			-6%	-9%	



CAMPUS DIVERSITY - by NUMBER OF YEARS AT SMC Percent = "Strongly Agree" or "Agree"		Year			% Difference: 10+ years vs. Less than 10 years			
		2006	2008	2010	Group	2006	2008	2010
In order to fit in at SMC I often feel I need to change some of my personal characteristics	0 to 3 years	Not Asked	18%	17%	Less than 10 Years: 10+ Years: Difference:		15%	17%
	4 to 9 years	Not Asked	13%	18%				
	10 to 16 years	Not Asked	8%	5%				
	17 years or more	Not Asked	4%	0%				
	Other, Decline to State	Not Asked	0%	22%				
	Total	Not Asked	12%	14%				
I feel awkward in situations at SMC in which I am the only person of my ethnic group	0 to 3 years	Not Asked	19%	21%	Less than 10 Years: 10+ Years: Difference:		12%	19%
	4 to 9 years	Not Asked	5%	17%				
	10 to 16 years	Not Asked	8%	3%				
	17 years or more	Not Asked	13%	0%				
	Other, Decline to State	Not Asked	0%	11%				
	Total	Not Asked	11%	14%				
I value the work that is being done by the Intercultural Center	0 to 3 years	Not Asked	66%	63%	Less than 10 Years: 10+ Years: Difference:		61%	64%
	4 to 9 years	Not Asked	56%	64%				
	10 to 16 years	Not Asked	54%	59%				
	17 years or more	Not Asked	61%	61%				
	Other, Decline to State	Not Asked	43%	67%				
	Total	Not Asked	59%	63%				
I feel comfortable talking about my religion on campus	0 to 3 years	Not Asked	64%	47%	Less than 10 Years: 10+ Years: Difference:		59%	54%
	4 to 9 years	Not Asked	54%	61%				
	10 to 16 years	Not Asked	67%	58%				
	17 years or more	Not Asked	61%	57%				
	Other, Decline to State	Not Asked	38%	44%				
	Total	Not Asked	59%	54%				
I believe more consideration should be given to the needs and interests of disabled people on campus	0 to 3 years	Not Asked	58%	54%	Less than 10 Years: 10+ Years: Difference:		51%	50%
	4 to 9 years	Not Asked	44%	45%				
	10 to 16 years	Not Asked	62%	53%				
	17 years or more	Not Asked	61%	43%				
	Other, Decline to State	Not Asked	29%	56%				
	Total	Not Asked	53%	50%				



STAFF CAMPUS CLIMATE SURVEYS 2006-2008-2010

THE WORKING ENVIRONMENT - by NUMBER OF YEARS AT SMC Percent = "Strongly Agree" or "Agree"		Year			% Difference: 10+ years vs. Less than 10 years			
		2006	2008	2010	Group	2006	2008	2010
My actual job duties match my job description	0 to 3 years	Not Asked	57%	65%	Less than 10 Years: 10+ Years: Difference:		57%	62%
	4 to 9 years	Not Asked	58%	59%				
	10 to 16 years	Not Asked	48%	65%				
	17 years or more	Not Asked	61%	74%				
	Other, Decline to State	Not Asked	50%	40%				
	Total	Not Asked	56%	63%				
There are sufficient opportunities within SMC for career advancement	0 to 3 years	Not Asked	29%	31%	Less than 10 Years: 10+ Years: Difference:		28%	27%
	4 to 9 years	Not Asked	27%	22%				
	10 to 16 years	Not Asked	12%	20%				
	17 years or more	Not Asked	26%	26%				
	Other, Decline to State	Not Asked	0%	40%				
	Total	Not Asked	25%	26%				
My work contributions to my department are appreciated by my supervisor or manager	0 to 3 years	Not Asked	72%	64%	Less than 10 Years: 10+ Years: Difference:		72%	66%
	4 to 9 years	Not Asked	73%	68%				
	10 to 16 years	Not Asked	74%	79%				
	17 years or more	Not Asked	70%	95%				
	Other, Decline to State	Not Asked	50%	20%				
	Total	Not Asked	72%	70%				
Women in my department have equal opportunities as men for recognition and respect	0 to 3 years	Not Asked	76%	68%	Less than 10 Years: 10+ Years: Difference:		74%	69%
	4 to 9 years	Not Asked	71%	70%				
	10 to 16 years	Not Asked	54%	68%				
	17 years or more	Not Asked	65%	78%				
	Other, Decline to State	Not Asked	100%	60%				
	Total	Not Asked	70%	69%				
My immediate work environment is free from incidents of sexual harassment	0 to 3 years	Not Asked	76%	73%	Less than 10 Years: 10+ Years: Difference:		77%	76%
	4 to 9 years	Not Asked	78%	80%				
	10 to 16 years	Not Asked	89%	70%				
	17 years or more	Not Asked	91%	91%				
	Other, Decline to State	Not Asked	100%	60%				
	Total	Not Asked	81%	76%				
Staff morale is good in my department	0 to 3 years	Not Asked	49%	52%	Less than 10 Years: 10+ Years: Difference:		49%	49%
	4 to 9 years	Not Asked	49%	45%				
	10 to 16 years	Not Asked	56%	50%				
	17 years or more	Not Asked	70%	73%				
	Other, Decline to State	Not Asked	0%	20%				
	Total	Not Asked	52%	51%				
I would recommend SMC as a good place to work	0 to 3 years	Not Asked	61%	62%	Less than 10 Years: 10+ Years: Difference:		63%	63%
	4 to 9 years	Not Asked	64%	65%				
	10 to 16 years	Not Asked	62%	68%				
	17 years or more	Not Asked	74%	78%				
	Other, Decline to State	Not Asked	0%	40%				
	Total	Not Asked	63%	65%				
I receive enough information in order to perform my job	0 to 3 years	Not Asked	67%	61%	Less than 10 Years: 10+ Years: Difference:		65%	66%
	4 to 9 years	Not Asked	63%	72%				
	10 to 16 years	Not Asked	77%	73%				
	17 years or more	Not Asked	78%	87%				
	Other, Decline to State	Not Asked	50%	20%				
	Total	Not Asked	68%	68%				
My supervisor treats me with respect and dignity	0 to 3 years	Not Asked	Not Asked	80%	Less than 10 Years: 10+ Years: Difference:			78%
	4 to 9 years	Not Asked	Not Asked	76%				
	10 to 16 years	Not Asked	Not Asked	88%				
	17 years or more	Not Asked	Not Asked	100%				
	Other, Decline to State	Not Asked	Not Asked	20%				
	Total	Not Asked	Not Asked	81%				
I am often given feedback about how I am doing my job	0 to 3 years	Not Asked	42%	49%	Less than 10 Years: 10+ Years: Difference:		44%	51%
	4 to 9 years	Not Asked	46%	53%				
	10 to 16 years	Not Asked	52%	63%				
	17 years or more	Not Asked	48%	57%				
	Other, Decline to State	Not Asked	50%	20%				
	Total	Not Asked	46%	53%				



STAFF CAMPUS CLIMATE SURVEYS 2006-2008-2010

THE WORKING ENVIRONMENT - by NUMBER OF YEARS AT SMC Percent = "Strongly Agree" or "Agree"		Year			% Difference: 10+ years vs. Less than 10 years			
		2006	2008	2010	Group	2006	2008	2010
My department is free of incidents of verbal abuse	0 to 3 years	Not Asked	73%	73%	Less than 10 Years: 10+ Years: Difference:		73%	72%
	4 to 9 years	Not Asked	73%	71%				
	10 to 16 years	Not Asked	81%	69%				
	17 years or more	Not Asked	78%	83%				
	Other, Decline to State	Not Asked	50%	40%				
	Total	Not Asked	74%	72%				
I am able to attend campus events or activities during working hours	0 to 3 years	Not Asked	76%	62%	Less than 10 Years: 10+ Years: Difference:		78%	72%
	4 to 9 years	Not Asked	81%	82%				
	10 to 16 years	Not Asked	85%	88%				
	17 years or more	Not Asked	91%	96%				
	Other, Decline to State	Not Asked	0%	40%				
	Total	Not Asked	80%	76%				
I see my work as an integral part of the overall mission of educating students at SMC	0 to 3 years	Not Asked	94%	73%	Less than 10 Years: 10+ Years: Difference:		92%	76%
	4 to 9 years	Not Asked	90%	81%				
	10 to 16 years	Not Asked	89%	90%				
	17 years or more	Not Asked	91%	87%				
	Other, Decline to State	Not Asked	100%	40%				
	Total	Not Asked	92%	79%				
I often feel it is necessary to work late or through lunch to get my work done	0 to 3 years	Not Asked	61%	64%	Less than 10 Years: 10+ Years: Difference:		61%	66%
	4 to 9 years	Not Asked	62%	68%				
	10 to 16 years	Not Asked	62%	73%				
	17 years or more	Not Asked	48%	61%				
	Other, Decline to State	Not Asked	50%	40%				
	Total	Not Asked	59%	66%				
My supervisor understands what it takes for me to do my job	0 to 3 years	Not Asked	73%	64%	Less than 10 Years: 10+ Years: Difference:		73%	65%
	4 to 9 years	Not Asked	73%	66%				
	10 to 16 years	Not Asked	81%	73%				
	17 years or more	Not Asked	78%	74%				
	Other, Decline to State	Not Asked	50%	20%				
	Total	Not Asked	74%	66%				



Report by ATTENDED A NON-MANDATORY DIVERSITY ACTIVITY AT SMC		Year (Count)			Year (Percent)		
		2006	2008	2010	2006	2008	2010
Number and Percent Responding	Yes	85	127	167	43%	65%	65%
	No	90	54	58	46%	28%	23%
	Other, Decline to State	21	14	31	11%	7%	12%
	Total	196	195	256	100%	100%	100%
PERCEPTIONS OF CAMPUS CLIMATE - by ATTENDED A NON-MANDATORY DIVERSITY ACTIVITY AT SMC							
Percent = "A Great Deal of Emphasis"		Year			% Difference: No vs. Yes		
		2006	2008	2010	2006	2008	2010
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	Yes	16%	15%	18%	2%	0%	3%
	No	18%	15%	21%			
	Other, Decline to State	6%	17%	21%			
	Total	16%	15%	19%			
How much emphasis does SMC place on: Increasing representation of people of color in the staff	Yes	14%	12%	19%	1%	1%	2%
	No	15%	13%	21%			
	Other, Decline to State	0%	0%	14%			
	Total	13%	12%	19%			
How much emphasis does SMC place on: Increasing representation of people of color in the administration	Yes	13%	6%	11%	2%	0%	4%
	No	15%	6%	16%			
	Other, Decline to State	0%	0%	17%			
	Total	13%	5%	13%			
How much emphasis does SMC place on: How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	Yes	22%	30%	43%	19%	10%	11%
	No	40%	40%	54%			
	Other, Decline to State	16%	45%	37%			
	Total	30%	34%	45%			
How much emphasis does SMC place on: How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	Yes	18%	16%	38%	-1%	-1%	13%
	No	17%	15%	51%			
	Other, Decline to State	6%	18%	50%			
	Total	16%	16%	43%			
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	Yes	29%	31%	44%	0%	1%	9%
	No	29%	32%	53%			
	Other, Decline to State	5%	9%	63%			
	Total	27%	30%	48%			
How much emphasis does SMC place on: Developing an inclusive community	Yes	Not Asked	29%	46%	-5%	-4%	
	No	Not Asked	25%	42%			
	Other, Decline to State	Not Asked	22%	47%			
	Total	Not Asked	28%	45%			
How much emphasis does SMC place on: Encouraging collaboration between offices	Yes	4%	10%	15%	9%	0%	0%
	No	13%	9%	14%			
	Other, Decline to State	5%	27%	21%			
	Total	8%	11%	15%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS - by ATTENDED A NON-MANDATORY DIVERSITY ACTIVITY AT SMC Percent = "Frequently" or "Occasionally"		Year			% Difference: No vs. Yes		
		2006	2008	2010	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments...directed towards: MEN	Yes	26%	19%	23%			
	No	19%	15%	18%	-8%	-4%	-6%
	Other, Decline to State	20%	27%	20%			
	Total	22%	18%	22%			
How often have you seen or heard insensitive or disparaging comments...directed towards: WOMEN	Yes	50%	44%	41%			
	No	43%	42%	29%	-7%	-3%	-12%
	Other, Decline to State	55%	27%	25%			
	Total	47%	42%	37%			
How often have you seen or heard insensitive or disparaging comments...directed towards: PEOPLE OF COLOR	Yes	35%	37%	34%			
	No	35%	19%	29%	0%	-18%	-5%
	Other, Decline to State	40%	10%	20%			
	Total	35%	31%	32%			
How often have you seen or heard insensitive or disparaging comments...directed towards: GAY, LESBIAN, BISEXUAL, OR TRANSGENDER	Yes	38%	37%	41%			
	No	40%	17%	29%	2%	-20%	-13%
	Other, Decline to State	40%	10%	25%			
	Total	39%	30%	37%			
How often have you seen or heard insensitive or disparaging comments...directed towards: HAVE A DISABILITY	Yes	14%	13%	14%			
	No	8%	9%	4%	-6%	-4%	-11%
	Other, Decline to State	11%	0%	15%			
	Total	11%	12%	12%			
How often have you seen or heard insensitive or disparaging comments...directed towards: RELIGIOUS	Yes	32%	16%	28%			
	No	28%	12%	14%	-4%	-4%	-14%
	Other, Decline to State	35%	9%	10%			
	Total	31%	14%	23%			
How often have you seen or heard insensitive or disparaging comments...directed towards: OLDER	Yes	34%	17%	21%			
	No	27%	21%	18%	-7%	4%	-4%
	Other, Decline to State	35%	10%	10%			
	Total	31%	17%	20%			
How often have you been harassed, pressured, or discriminated against...because of your: GENDER	Yes	14%	19%	17%			
	No	19%	21%	14%	5%	2%	-3%
	Other, Decline to State	15%	9%	5%			
	Total	16%	19%	15%			
How often have you been harassed, pressured, or discriminated against...because of your: POLITICAL VIEWS	Yes	17%	11%	11%			
	No	15%	9%	5%	-1%	-2%	-6%
	Other, Decline to State	10%	0%	15%			
	Total	15%	10%	10%			
How often have you been harassed, pressured, or discriminated against...because of your: ETHNICITY	Yes	8%	11%	11%			
	No	6%	9%	14%	-3%	-2%	3%
	Other, Decline to State	15%	0%	11%			
	Total	8%	10%	12%			
How often have you been harassed, pressured, or discriminated against...because of your: SEXUAL ORIENTATION	Yes	8%	3%	5%			
	No	4%	4%	4%	-5%	1%	-2%
	Other, Decline to State	0%	9%	0%			
	Total	5%	4%	5%			
How often have you been harassed, pressured, or discriminated against...because of your: DISABILITY	Yes	1%	1%	4%			
	No	5%	2%	4%	3%	1%	-1%
	Other, Decline to State	0%	9%	0%			
	Total	3%	2%	4%			
How often have you been harassed, pressured, or discriminated against...because of your: LANGUAGE OR ACCENT	Yes	2%	3%	7%			
	No	0%	2%	0%	-2%	-1%	-7%
	Other, Decline to State	0%	0%	0%			
	Total	1%	3%	5%			
How often have you been harassed, pressured, or discriminated against...because of your: RELIGION	Yes	13%	8%	9%			
	No	9%	4%	4%	-4%	-4%	-5%
	Other, Decline to State	10%	0%	5%			
	Total	11%	6%	7%			
How often have you been harassed, pressured, or discriminated against...because of your: AGE	Yes	17%	18%	14%			
	No	13%	9%	9%	-4%	-9%	-5%
	Other, Decline to State	10%	0%	10%			
	Total	14%	15%	12%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by ATTENDED A NON-MANDATORY DIVERSITY ACTIVITY AT SMC Percent = "Very Satisfied" or "Satisfied"		Year			% Difference: No vs. Yes		
		2006	2008	2010	2006	2008	2010
How satisfied...your job: ACCESS TO TECHNICAL SUPPORT AND ASSISTANCE	Yes	60%	61%	64%			
	No	69%	56%	63%	8%	-6%	-1%
	Other, Decline to State	58%	67%	67%			
	Total	64%	60%	64%			
How satisfied...your job: OVERALL JOB SATISFACTION	Yes	83%	82%	78%			
	No	80%	60%	63%	-4%	-22%	-15%
	Other, Decline to State	47%	89%	67%			
	Total	78%	76%	74%			
How satisfied...your job: JOB SECURITY	Yes	68%	72%	62%			
	No	74%	67%	54%	6%	-5%	-8%
	Other, Decline to State	45%	78%	44%			
	Total	69%	71%	60%			
How satisfied...your job: WORKING CONDITIONS	Yes	Not Asked	77%	65%			
	No	Not Asked	64%	46%		-13%	-20%
	Other, Decline to State	Not Asked	67%	67%			
	Total	Not Asked	73%	61%			
How satisfied...your job: AUTONOMY AND INDEPENDENCE	Yes	86%	86%	84%			
	No	86%	81%	67%	1%	-5%	-18%
	Other, Decline to State	75%	89%	56%			
	Total	85%	85%	79%			
How satisfied...your job: RELATIONSHIP WITH YOUR SUPERVISOR	Yes	80%	76%	80%			
	No	85%	65%	67%	6%	-11%	-14%
	Other, Decline to State	71%	89%	67%			
	Total	81%	74%	76%			
How satisfied...your job: QUALITY OF SUPERVISION YOU RECEIVE	Yes	63%	63%	72%			
	No	75%	68%	61%	12%	5%	-12%
	Other, Decline to State	68%	78%	67%			
	Total	69%	65%	69%			
How satisfied...your job: ADVICE/MENTORING YOU HAVE RECEIVED FROM PEOPLE IN YOUR DEPARTMENT	Yes	63%	59%	63%			
	No	70%	61%	53%	7%	2%	-11%
	Other, Decline to State	68%	44%	67%			
	Total	67%	59%	61%			
How satisfied...your job: RECOGNITION FOR MERITORIOUS PERFORMANCE	Yes	60%	43%	46%			
	No	63%	43%	42%	3%	-1%	-4%
	Other, Decline to State	42%	44%	67%			
	Total	60%	43%	46%			
How satisfied...your job: STAFF COUNCIL LEADERSHIP	Yes	Not Asked	Not Asked	55%			
	No	Not Asked	Not Asked	37%			-18%
	Other, Decline to State	Not Asked	Not Asked	50%			
	Total	Not Asked	Not Asked	50%			
How satisfied...your job: INPUT IN DECISIONS THAT AFFECT YOU PERSONALLY	Yes	36%	48%	44%			
	No	29%	38%	32%	-7%	-9%	-12%
	Other, Decline to State	33%	43%	44%			
	Total	32%	45%	41%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by ATTENDED A NON-MANDATORY DIVERSITY ACTIVITY AT SMC Percent = "Very Satisfied" or "Satisfied"		Year			% Difference: No vs. Yes		
		2006	2008	2010	2006	2008	2010
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH STUDENTS	Yes	86%	81%	76%			
	No	78%	64%	68%	-7%	-17%	-8%
	Other, Decline to State	85%	75%	89%			
	Total	82%	76%	75%			
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH OTHER STAFF	Yes	Not Asked	79%	78%			
	No	Not Asked	69%	61%		-10%	-17%
	Other, Decline to State	Not Asked	50%	100%			
	Total	Not Asked	75%	75%			
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH FACULTY MEMBERS	Yes	Not Asked	54%	44%			
	No	Not Asked	51%	46%		-3%	1%
	Other, Decline to State	Not Asked	57%	89%			
	Total	Not Asked	53%	46%			
How satisfied...your job: CAMPUS ADMINISTRATIVE LEADERSHIP	Yes	38%	41%	45%			
	No	39%	40%	32%	1%	0%	-13%
	Other, Decline to State	40%	29%	56%			
	Total	38%	40%	42%			
How satisfied...your job: EXTENT TO WHICH THE CAMPUS ADMINISTRATION WILLINGLY SHARES IMPORTANT INFORMATION WITH YOU	Yes	39%	39%	46%			
	No	42%	35%	46%	3%	-4%	0%
	Other, Decline to State	35%	57%	67%			
	Total	40%	38%	47%			
How satisfied...your job: INTEGRATION OF THE STAFF IN THE LIFE OF THE CAMPUS	Yes	Not Asked	40%	47%			
	No	Not Asked	35%	38%		-5%	-8%
	Other, Decline to State	Not Asked	38%	78%			
	Total	Not Asked	39%	46%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by ATTENDED A NON-MANDATORY DIVERSITY ACTIVITY AT SMC Percent = "Strongly Agree" or "Agree"		Year			% Difference: No vs. Yes		
		2006	2008	2010	2006	2008	2010
There are opportunities for me to develop my skills and capabilities in the department	Yes	Not Asked	72%	66%			
	No	Not Asked	59%	56%		-13%	-10%
	Other, Decline to State	Not Asked	0%	75%			
	Total	Not Asked	67%	64%			
I am supported when seeking information about career development	Yes	Not Asked	54%	53%			
	No	Not Asked	45%	42%		-9%	-11%
	Other, Decline to State	Not Asked	33%	38%			
	Total	Not Asked	51%	50%			
My performance is evaluated fairly	Yes	Not Asked	70%	72%			
	No	Not Asked	65%	56%		-5%	-16%
	Other, Decline to State	Not Asked	100%	75%			
	Total	Not Asked	69%	68%			
There is favoritism in my department	Yes	Not Asked	25%	26%			
	No	Not Asked	25%	30%			4%
	Other, Decline to State	Not Asked	0%	38%		-1%	
	Total	Not Asked	25%	27%			
Initiative is usually appreciated	Yes	Not Asked	71%	69%			
	No	Not Asked	56%	46%		-15%	-24%
	Other, Decline to State	Not Asked	100%	75%			
	Total	Not Asked	67%	64%			
Poor performance is not usually tolerated	Yes	Not Asked	Not Asked	46%			
	No	Not Asked	Not Asked	39%			-8%
	Other, Decline to State	Not Asked	Not Asked	50%			
	Total	Not Asked	Not Asked	44%			
Supervisor gives honest feedback	Yes	Not Asked	Not Asked	72%			
	No	Not Asked	Not Asked	53%			-19%
	Other, Decline to State	Not Asked	Not Asked	50%			
	Total	Not Asked	Not Asked	66%			
Supervisor shows appreciation for good job	Yes	Not Asked	Not Asked	73%			
	No	Not Asked	Not Asked	54%			-19%
	Other, Decline to State	Not Asked	Not Asked	50%			
	Total	Not Asked	Not Asked	68%			
I have a clear understanding of my performance evaluation	Yes	Not Asked	Not Asked	62%			
	No	Not Asked	Not Asked	51%			-11%
	Other, Decline to State	Not Asked	Not Asked	63%			
	Total	Not Asked	Not Asked	59%			
I feel my work is not appreciated	Yes	Not Asked	Not Asked	21%			
	No	Not Asked	Not Asked	36%			15%
	Other, Decline to State	Not Asked	Not Asked	50%			
	Total	Not Asked	Not Asked	26%			
I am not being treated with respect	Yes	Not Asked	Not Asked	11%			
	No	Not Asked	Not Asked	19%			8%
	Other, Decline to State	Not Asked	Not Asked	38%			
	Total	Not Asked	Not Asked	14%			
I am treated in an insensitive or inappropriate manner based on my ETHNICITY	Yes	Not Asked	Not Asked	2%			
	No	Not Asked	Not Asked	4%			2%
	Other, Decline to State	Not Asked	Not Asked	25%			
	Total	Not Asked	Not Asked	3%			
I am treated in an insensitive or inappropriate manner based on my GENDER	Yes	Not Asked	Not Asked	4%			
	No	Not Asked	Not Asked	11%			6%
	Other, Decline to State	Not Asked	Not Asked	25%			
	Total	Not Asked	Not Asked	6%			
I am treated in an insensitive or inappropriate manner based on my SEXUAL ORIENTATION	Yes	Not Asked	Not Asked	2%			
	No	Not Asked	Not Asked	4%			1%
	Other, Decline to State	Not Asked	Not Asked	25%			
	Total	Not Asked	Not Asked	3%			
I am treated in an insensitive or inappropriate manner based on my DISABILITY	Yes	Not Asked	Not Asked	2%			
	No	Not Asked	Not Asked	5%			3%
	Other, Decline to State	Not Asked	Not Asked	25%			
	Total	Not Asked	Not Asked	4%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

CAMPUS DIVERSITY - by ATTENDED A NON-MANDATORY DIVERSITY ACTIVITY AT SMC Percent = "Strongly Agree" or "Agree"		Year			% Difference: No vs. Yes		
		2006	2008	2010	2006	2008	2010
I know how to officially report any racist sexist or otherwise offensive behaviors	Yes	85%	84%	84%			
	No	77%	91%	72%	-8%	7%	-13%
	Other, Decline to State	81%	89%	86%			
	Total	81%	86%	81%			
My opinions and inputs are valued at SMC	Yes	40%	43%	47%			
	No	50%	44%	42%	10%	2%	-5%
	Other, Decline to State	30%	50%	57%			
	Total	44%	43%	46%			
I fear for my physical safety on campus because of my ethnicity or gender	Yes	Not Asked	2%	3%			
	No	Not Asked	0%	5%		-2%	2%
	Other, Decline to State	Not Asked	0%	17%			
	Total	Not Asked	1%	4%			
It is important to me to have friends who are part of the same ethnic group as my own	Yes	26%	21%	22%			
	No	19%	28%	20%	-7%	7%	-2%
	Other, Decline to State	20%	0%	14%			
	Total	22%	22%	21%			
I fear for my physical safety on campus because of my sexual orientation	Yes	0%	2%	2%			
	No	4%	0%	2%	4%	-2%	-1%
	Other, Decline to State	0%	0%	14%			
	Total	2%	1%	3%			
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	Yes	11%	10%	8%			
	No	8%	2%	11%	-3%	-8%	3%
	Other, Decline to State	29%	13%	14%			
	Total	11%	8%	9%			
A diverse student body enhances the educational experiences of all students	Yes	95%	96%	86%			
	No	93%	91%	75%	-2%	-5%	-11%
	Other, Decline to State	100%	88%	100%			
	Total	95%	94%	84%			
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	Yes	24%	24%	23%			
	No	28%	21%	21%	4%	-3%	-2%
	Other, Decline to State	33%	0%	29%			
	Total	27%	22%	23%			
In order to fit in at SMC I often feel I need to change some of my personal characteristics	Yes	11%	13%	15%			
	No	13%	11%	9%	2%	-2%	-6%
	Other, Decline to State	20%	0%	14%			
	Total	13%	12%	14%			
I feel awkward in situations at SMC in which I am the only person of my ethnic group	Yes	13%	12%	16%			
	No	11%	11%	7%	-2%	-1%	-9%
	Other, Decline to State	16%	0%	29%			
	Total	12%	11%	14%			
I value the work that is being done by the Intercultural Center	Yes	59%	66%	69%			
	No	60%	45%	46%	1%	-21%	-23%
	Other, Decline to State	60%	33%	57%			
	Total	60%	59%	63%			
I feel comfortable talking about my religion on campus	Yes	67%	60%	54%			
	No	53%	58%	58%	-15%	-2%	4%
	Other, Decline to State	71%	63%	43%			
	Total	61%	59%	54%			
I believe more consideration should be given to the needs and interests of disabled people on campus	Yes	Not Asked	54%	53%			
	No	Not Asked	50%	39%		-4%	-15%
	Other, Decline to State	Not Asked	50%	57%			
	Total	Not Asked	53%	50%			



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

THE WORKING ENVIRONMENT - by ATTENDED A NON-MANDATORY DIVERSITY ACTIVITY AT SMC Percent = "Strongly Agree" or "Agree"		Year			% Difference: No vs. Yes		
		2006	2008	2010	2006	2008	2010
My actual job duties match my job description	Yes	59%	56%	65%			
	No	65%	59%	60%	6%	4%	-5%
	Other, Decline to State	55%	33%	67%			
	Total	61%	56%	63%			
There are sufficient opportunities within SMC for career advancement	Yes	52%	23%	25%			
	No	47%	31%	28%	-5%	9%	3%
	Other, Decline to State	67%	0%	33%			
	Total	51%	25%	26%			
My work contributions to my department are appreciated by my supervisor or manager	Yes	78%	74%	77%			
	No	80%	67%	52%	2%	-7%	-25%
	Other, Decline to State	70%	100%	33%			
	Total	78%	72%	70%			
Women in my department have equal opportunities as men for recognition and respect	Yes	69%	71%	72%			
	No	86%	70%	61%	17%	-1%	-10%
	Other, Decline to State	80%	0%	100%			
	Total	78%	70%	69%			
My immediate work environment is free from incidents of sexual harassment	Yes	83%	80%	80%			
	No	89%	81%	63%	6%	1%	-17%
	Other, Decline to State	90%	100%	100%			
	Total	87%	81%	76%			
Staff morale is good in my department	Yes	39%	56%	52%			
	No	55%	43%	46%	15%	-13%	-7%
	Other, Decline to State	43%	67%	67%			
	Total	47%	52%	51%			
I would recommend SMC as a good place to work	Yes	74%	65%	69%			
	No	63%	59%	54%	-12%	-6%	-14%
	Other, Decline to State	47%	50%	67%			
	Total	66%	63%	65%			
I receive enough information in order to perform my job	Yes	81%	69%	75%			
	No	78%	65%	49%	-2%	-5%	-26%
	Other, Decline to State	58%	100%	67%			
	Total	77%	68%	68%			
My supervisor treats me with respect and dignity	Yes	Not Asked	Not Asked	86%			
	No	Not Asked	Not Asked	68%			-17%
	Other, Decline to State	Not Asked	Not Asked	33%			
	Total	Not Asked	Not Asked	81%			
I am often given feedback about how I am doing my job	Yes	51%	46%	55%			
	No	51%	44%	46%	0%	-2%	-10%
	Other, Decline to State	60%	67%	33%			
	Total	52%	46%	53%			
My department is free of incidents of verbal abuse	Yes	75%	74%	74%			
	No	74%	74%	64%	-1%	-1%	-10%
	Other, Decline to State	58%	100%	100%			
	Total	72%	74%	72%			
I am able to attend campus events or activities during working hours	Yes	89%	88%	83%			
	No	83%	61%	56%	-6%	-27%	-27%
	Other, Decline to State	70%	100%	67%			
	Total	84%	80%	76%			
I see my work as an integral part of the overall mission of educating students at SMC	Yes	90%	95%	85%			
	No	86%	85%	65%	-5%	-10%	-20%
	Other, Decline to State	86%	67%	33%			
	Total	88%	92%	79%			
I often feel it is necessary to work late or through lunch to get my work done	Yes	66%	68%	67%			
	No	56%	42%	63%	-10%	-26%	-4%
	Other, Decline to State	60%	33%	100%			
	Total	61%	59%	66%			
My supervisor understands what it takes for me to do my job	Yes	68%	74%	68%			
	No	72%	74%	63%	3%	-1%	-6%
	Other, Decline to State	62%	100%	33%			
	Total	69%	74%	66%			



REPORT by ATTENDED A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010)		2010
Number and Percent Responding	Yes	105 (41%)
	No	109 (43%)
	Decline to State	42 (16%)
	Total	256
PERCEPTIONS OF CAMPUS CLIMATE - by ATTENDED A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) - Percent = "A Great Deal of Emphasis"		2010
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	Yes	21%
	No	16%
	Decline to State	23%
	Total	19%
How much emphasis does SMC place on: Increasing representation of people of color in the staff	Yes	21%
	No	17%
	Decline to State	18%
	Total	19%
How much emphasis does SMC place on: Increasing representation of people of color in the administration	Yes	12%
	No	13%
	Decline to State	18%
	Total	13%
How much emphasis does SMC place on: How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	Yes	40%
	No	53%
	Decline to State	37%
	Total	45%
How much emphasis does SMC place on: How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	Yes	40%
	No	43%
	Decline to State	49%
	Total	43%
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	Yes	40%
	No	51%
	Decline to State	61%
	Total	48%
How much emphasis does SMC place on: Developing an inclusive community	Yes	48%
	No	44%
	Decline to State	41%
	Total	45%
How much emphasis does SMC place on: Encouraging collaboration between offices	Yes	12%
	No	19%
	Decline to State	15%
	Total	15%



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS - by ATTENDED A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) Percent = "Frequently" or "Occasionally"		2010
How often have you seen or heard insensitive or disparaging comments...directed towards: MEN	Yes	22%
	No	22%
	Decline to State	19%
	Total	22%
How often have you seen or heard insensitive or disparaging comments...directed towards: WOMEN	Yes	41%
	No	34%
	Decline to State	31%
	Total	37%
How often have you seen or heard insensitive or disparaging comments...directed towards: PEOPLE OF COLOR	Yes	38%
	No	27%
	Decline to State	28%
	Total	32%
How often have you seen or heard insensitive or disparaging comments...directed towards: GAY, LESBIAN, BISEXUAL, OR TRANSGENDER	Yes	42%
	No	33%
	Decline to State	34%
	Total	37%
How often have you seen or heard insensitive or disparaging comments...directed towards: HAVE A DISABILITY	Yes	15%
	No	9%
	Decline to State	13%
	Total	12%
How often have you seen or heard insensitive or disparaging comments...directed towards: RELIGIOUS	Yes	28%
	No	20%
	Decline to State	16%
	Total	23%
How often have you seen or heard insensitive or disparaging comments...directed towards: OLDER	Yes	21%
	No	20%
	Decline to State	13%
	Total	20%
How often have you been harassed, pressured, or discriminated against...because of your: GENDER	Yes	22%
	No	11%
	Decline to State	6%
	Total	15%
How often have you been harassed, pressured, or discriminated against...because of your: POLITICAL VIEWS	Yes	8%
	No	9%
	Decline to State	19%
	Total	10%
How often have you been harassed, pressured, or discriminated against...because of your: ETHNICITY	Yes	12%
	No	12%
	Decline to State	13%
	Total	12%
How often have you been harassed, pressured, or discriminated against...because of your: SEXUAL ORIENTATION	Yes	5%
	No	6%
	Decline to State	0%
	Total	5%
How often have you been harassed, pressured, or discriminated against...because of your: DISABILITY	Yes	1%
	No	7%
	Decline to State	0%
	Total	4%
How often have you been harassed, pressured, or discriminated against...because of your: LANGUAGE OR ACCENT	Yes	2%
	No	7%
	Decline to State	3%
	Total	5%
How often have you been harassed, pressured, or discriminated against...because of your: RELIGION	Yes	5%
	No	9%
	Decline to State	9%
	Total	7%
How often have you been harassed, pressured, or discriminated against...because of your: AGE	Yes	13%
	No	13%
	Decline to State	6%
	Total	12%



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by ATTENDED A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) - Percent = "Very Satisfied" or "Satisfied"		2010
How satisfied...your job: ACCESS TO TECHNICAL SUPPORT AND ASSISTANCE	Yes	65%
	No	64%
	Decline to State	65%
	Total	64%
How satisfied...your job: OVERALL JOB SATISFACTION	Yes	75%
	No	71%
	Decline to State	80%
	Total	74%
How satisfied...your job: JOB SECURITY	Yes	62%
	No	60%
	Decline to State	47%
	Total	60%
How satisfied...your job: WORKING CONDITIONS	Yes	60%
	No	57%
	Decline to State	80%
	Total	61%
How satisfied...your job: AUTONOMY AND INDEPENDENCE	Yes	84%
	No	74%
	Decline to State	80%
	Total	79%
How satisfied...your job: RELATIONSHIP WITH YOUR SUPERVISOR	Yes	77%
	No	75%
	Decline to State	80%
	Total	76%
How satisfied...your job: QUALITY OF SUPERVISION YOU RECEIVE	Yes	69%
	No	68%
	Decline to State	80%
	Total	69%
How satisfied...your job: ADVICE/MENTORING YOU HAVE RECEIVED FROM PEOPLE IN YOUR DEPARTMENT	Yes	61%
	No	58%
	Decline to State	75%
	Total	61%
How satisfied...your job: RECOGNITION FOR MERITORIOUS PERFORMANCE	Yes	44%
	No	44%
	Decline to State	65%
	Total	46%
How satisfied...your job: STAFF COUNCIL LEADERSHIP	Yes	64%
	No	38%
	Decline to State	45%
	Total	50%
How satisfied...your job: INPUT IN DECISIONS THAT AFFECT YOU PERSONALLY	Yes	52%
	No	32%
	Decline to State	25%
	Total	41%



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by ATTENDED A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) - Percent = "Very Satisfied" or "Satisfied"		2010
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH STUDENTS	Yes	75%
	No	73%
	Decline to State	80%
	Total	75%
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH OTHER STAFF	Yes	78%
	No	71%
	Decline to State	80%
	Total	75%
How satisfied...your job: OPPORTUNITIES TO INTERACT WITH FACULTY MEMBERS	Yes	39%
	No	49%
	Decline to State	70%
	Total	46%
How satisfied...your job: CAMPUS ADMINISTRATIVE LEADERSHIP	Yes	45%
	No	42%
	Decline to State	25%
	Total	42%
How satisfied...your job: EXTENT TO WHICH THE CAMPUS ADMINISTRATION WILLINGLY SHARES IMPORTANT INFORMATION WITH YOU	Yes	51%
	No	46%
	Decline to State	25%
	Total	47%
How satisfied...your job: INTEGRATION OF THE STAFF IN THE LIFE OF THE CAMPUS	Yes	50%
	No	43%
	Decline to State	35%
	Total	46%



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION - by ATTENDED A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) - Percent = "Strongly Agree" or "Agree"		2010
There are opportunities for me to develop my skills and capabilities in the department	Yes	70%
	No	60%
	Decline to State	53%
	Total	64%
I am supported when seeking information about career development	Yes	58%
	No	44%
	Decline to State	37%
	Total	50%
My performance is evaluated fairly	Yes	75%
	No	62%
	Decline to State	63%
	Total	68%
There is favoritism in my department	Yes	30%
	No	28%
	Decline to State	11%
	Total	27%
Initiative is usually appreciated	Yes	68%
	No	58%
	Decline to State	74%
	Total	64%
Poor performance is not usually tolerated	Yes	45%
	No	44%
	Decline to State	47%
	Total	44%
Supervisor gives honest feedback	Yes	72%
	No	61%
	Decline to State	63%
	Total	66%
Supervisor shows appreciation for good job	Yes	70%
	No	64%
	Decline to State	74%
	Total	68%
I have a clear understanding of my performance evaluation	Yes	67%
	No	52%
	Decline to State	58%
	Total	59%
I feel my work is not appreciated	Yes	28%
	No	25%
	Decline to State	17%
	Total	26%
I am not being treated with respect	Yes	14%
	No	15%
	Decline to State	11%
	Total	14%
I am treated in an insensitive or inappropriate manner based on my ETHNICITY	Yes	1%
	No	5%
	Decline to State	5%
	Total	3%
I am treated in an insensitive or inappropriate manner based on my GENDER	Yes	4%
	No	8%
	Decline to State	11%
	Total	6%
I am treated in an insensitive or inappropriate manner based on my SEXUAL ORIENTATION	Yes	1%
	No	6%
	Decline to State	5%
	Total	3%
I am treated in an insensitive or inappropriate manner based on my DISABILITY	Yes	0%
	No	8%
	Decline to State	5%
	Total	4%



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

CAMPUS DIVERSITY - by ATTENDED A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) - Percent = "Strongly Agree" or "Agree"		2010
I know how to officially report any racist sexist or otherwise offensive behaviors	Yes	89%
	No	74%
	Decline to State	83%
	Total	81%
My opinions and inputs are valued at SMC	Yes	49%
	No	44%
	Decline to State	44%
	Total	46%
I fear for my physical safety on campus because of my ethnicity or gender	Yes	1%
	No	7%
	Decline to State	0%
	Total	4%
It is important to me to have friends who are part of the same ethnic group as my own	Yes	20%
	No	24%
	Decline to State	6%
	Total	21%
I fear for my physical safety on campus because of my sexual orientation	Yes	1%
	No	5%
	Decline to State	0%
	Total	3%
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	Yes	10%
	No	7%
	Decline to State	6%
	Total	9%
A diverse student body enhances the educational experiences of all students	Yes	87%
	No	82%
	Decline to State	78%
	Total	84%
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	Yes	28%
	No	19%
	Decline to State	22%
	Total	23%
In order to fit in at SMC I often feel I need to change some of my personal characteristics	Yes	17%
	No	12%
	Decline to State	6%
	Total	14%
I feel awkward in situations at SMC in which I am the only person of my ethnic group	Yes	15%
	No	15%
	Decline to State	6%
	Total	14%
I value the work that is being done by the Intercultural Center	Yes	74%
	No	56%
	Decline to State	39%
	Total	63%
I feel comfortable talking about my religion on campus	Yes	55%
	No	56%
	Decline to State	39%
	Total	54%
I believe more consideration should be given to the needs and interests of disabled people on campus	Yes	50%
	No	51%
	Decline to State	39%
	Total	50%



STAFF CAMPUS CLIMATE SURVEYS: 2006-2008-2010

THE WORKING ENVIRONMENT - by ATTENDED A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) - Percent = "Strongly Agree" or "Agree"		2010
My actual job duties match my job description	Yes	66%
	No	61%
	Decline to State	60%
	Total	63%
There are sufficient opportunities within SMC for career advancement	Yes	25%
	No	27%
	Decline to State	20%
	Total	26%
My work contributions to my department are appreciated by my supervisor or manager	Yes	75%
	No	64%
	Decline to State	73%
	Total	70%
Women in my department have equal opportunities as men for recognition and respect	Yes	71%
	No	68%
	Decline to State	67%
	Total	69%
My immediate work environment is free from incidents of sexual harassment	Yes	79%
	No	71%
	Decline to State	93%
	Total	76%
Staff morale is good in my department	Yes	52%
	No	49%
	Decline to State	53%
	Total	51%
I would recommend SMC as a good place to work	Yes	64%
	No	67%
	Decline to State	60%
	Total	65%
I receive enough information in order to perform my job	Yes	76%
	No	60%
	Decline to State	73%
	Total	68%
My supervisor treats me with respect and dignity	Yes	85%
	No	75%
	Decline to State	87%
	Total	81%
I am often given feedback about how I am doing my job	Yes	58%
	No	47%
	Decline to State	53%
	Total	53%
My department is free of incidents of verbal abuse	Yes	73%
	No	69%
	Decline to State	87%
	Total	72%
I am able to attend campus events or activities during working hours	Yes	86%
	No	66%
	Decline to State	80%
	Total	76%
I see my work as an integral part of the overall mission of educating students at SMC	Yes	91%
	No	70%
	Decline to State	60%
	Total	79%
I often feel it is necessary to work late or through lunch to get my work done	Yes	71%
	No	64%
	Decline to State	47%
	Total	66%
My supervisor understands what it takes for me to do my job	Yes	70%
	No	61%
	Decline to State	80%
	Total	66%